

# **Keeping the Dream Alive**

I would like to express appreciation for those who are fighting the hard fight with all of us who work at Overnite Transportation.

I admire the dedication that you are giving to the Overnite workers and our struggle to obtain a good contract. If there is anyone who needs a union it is the Overnite workers. We have been abused and threatened way too long.

I have worked at Overnite for over 16 years as a dockworker, and I have seen everything that a corporate business can do to intimidate and demoralize its employees. Management hounds you everyday and holds captive meetings demanding that you attend. It is very sad that a corporation would hold your paycheck up in front of you and dares you to say anything or stand up to them for your rights.

When a company puts in its employee handbook that they have the right to fire you at will that should send a message to every employee that they have no job security. As a matter of fact, you don't have a job, period. Under these circumstances we are just leased by the hour!

Danny Stevens Overnite Lexington, Kentucky

# What's the IPO For?

I grew up in a Teamster household; I will retire in a Teamsters household. I have worked at UPS for nearly 10 years and have seen many attempts to weaken our union.

I wanted to write this letter to say I'm proud to say that I am emotionally attached to my union and its movement. Without the efforts of our labor representatives, we would not have the lifestyle that we work hard to earn and enjoy.

These days I show up, do my work and collect my pay. The following are my opinion on some of the reasons why I do this.

UPS recently offered 10 percent of their stock to the public. I believe UPS might use this money to fortify their cash reserves to provide for a lengthy

delay in reaching an agreement in the event of work stoppage when our current labor agreement expires on July 31, 2002.

Also, UPS was found liable for a huge tax bill in United States Tax Court. Could it be possible that UPS would use the money gained from the stock offering to the pay the tax bill or use the money to simply outlast the Teamsters if a work stoppage occurs?

When UPS is found liable for not paying their taxes, I tend to question their motives or intentions. With this kind of talent managing UPS, the competition should be the least of their worries.

Ross (PeeWee) Henson, Shop Steward Local Union 533 Reno, Nevada Via email

## What about Truck Haulers?

Now that the National Master Automobile Transporter agreement is over, we believe its time for the International to direct some attention and support to the Teamster Truck Haulers - Piggyback Operation.

We are Dallas Mavis (Active U.S.A.) and we transport trucks for International (Navistar), Peterbilt, Kenworth, and Freightliner. Last year, our company posted revenue sales of \$250 million. Our issue is having a signed local rider at all of our Teamster terminals. A signed local rider would protect both the drivers and company. It would make a smooth and fair daily operation.

Henry G. Morgan, Jr. Local Union 64 Springfield, Ohio

# **A Living Witness**

You cannot know how rewarding it was to read that President Clinton, the

### Continued on inside back cover

"Speaking Out" is the letters-to-theeditor column of Teamster Magazine, 25 Louisiana Ave., NW, Washington, DC 20001. Letters may be shortened due to space limitations. Please include your Teamster local number when you write.

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John Steger 3100 Ames Place, N.J. Dotty Malinsky



International Brotherhood of Teamsters 25 Louisiana Avenue, NW, Washington, DC 20001-2198

202-624-6800 E-mail: ibtcomm@aol.com www.teamster.org

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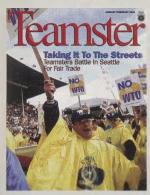
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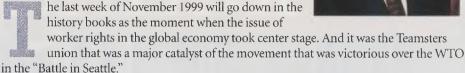
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# The "Battle in Seattle" Puts Worker Rights Center Stage



The protest brought tens of thousands of working people together to give a new united expression to the long battle for worker rights that has been fought by millions around the world for decades. And it brought to the world stage the fight for fair trade that the Teamsters mounted in Congressional battles over NAFTA and GATT earlier in the decade.

# **United We Stood**

I have never been so proud of our union as I was marching with thousands of our brother and sister Teamsters peacefully through the streets of Seattle. The real shockwaves were not sent by the handful of violent protesters, but by the thousands of working people that traveled to Seattle to tell the world financial community that it was time to put people's needs over corporate profits.

We spoke up loudly and strongly to protest the failure of the World Trade Organization (WTO) to establish even basic labor standards for world trade, and we were able to finally convince the White House, the media, and much of the world community that our position is the correct one.

The Teamster presence at the WTO meeting was important because our members' wages and benefits are at risk. If the WTO continues to allow unfair trade practices across the globe, then workers will be undercut and our standards will decline. The Teamsters union will never end our fight for decent wages, good benefits and strong worker protections. We will not allow corporate bosses to run roughshod over our rights, our lives and our families.

# **A Broken System**

As the governing body over world trade, the WTO is morally bankrupt. For five years it has ruled in favor of multinational corporations and encouraged corporations to violate basic human rights in pursuit of greater profits. WTO officials spend years working out complex agreements on copyrights, but refuse to even discuss workers' rights

It's a pattern that encourages a race to the bottom. As working people, it's a race we cannot afford to run. We cannot compete with nations that encourage child and forced labor, ignore basic workplace safety standards, and forbid free expression. Undemocratic regimes like China, Indonesia, and Thailand, to name a few, should not be granted free access to our market until they meet internationally acceptable standards of worker, environmental, and human rights.

Our vision for trade is different than corporate America's. We embrace trade that puts worker and human rights first, not last. The economy should serve people — not excess corporate profits made on the backs of child and forced labor.

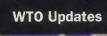
We demand a set of core labor standards that guarantee workers the right to stand up, to organize and to work collectively to better their lives and the lives of their children. If a trade agreement can protect the rights of a corporation, then it surely can address the needs of ordinary workers.

We must not let the secrecy and size of global organizations like the WTO stop us from achieving our vision. As we set our course for the next millennium, we must remember to look at our experience in Seattle. We stood up. We were united. We were heard. And we made a difference.

Fraternally,

James P. Hoffa





eattle's rain didn't dampen the voices. The clouds didn't muffle the enthusiasm. The cold didn't weaken the spirit. Despite the elements, Teamsters shook the world at a massive demonstration against the failed policies of the World Trade Organization (WTO).

At the largest labor rally in 10 years, more than 4,000 rank-and-file Teamsters joined 40,000 pro-labor demon-

strators calling for real reform of the WTO

"Our voices reverberated throughout the world," said James P. Hoffa, Teamsters General President. "Our presence [in Seattle] has changed the way the world does business, and we must continue to fight for fair treatment for workers in the U.S. and around the world."

The WTO was established in 1994 as part of the General Agreement on

Trade and Tariffs (GATT). The organization creates trade laws by consensus among the 134-nation body, giving equal weight to governments with horrendous human rights records such as the military junta in Burma.

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Not only are the WTO's policies anti-worker, the group's decisions supercede the U.S. Constitution.

"We elect our government officials to enact policies that protect our families and our communities," said Jon Rabine,

# VOICES FIE and Up in Seattle for Working People



International Vice President and President of Joint Council 28. "Our government has given away that responsibility to dictators and human rights abusers. There is no way we can count on the WTO to make decisions that are worker friendly and protect American jobs."

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ine.

"Corporations use the World Trade Organization to destroy good jobs," said John Howell, an 18-year member in Local 117 in Seattle. "We can't compete with third-world working conditions and people who earn 70 cents a day when the WTO

# What is the WTO?

he World Trade Organization (WTO) was created in 1995 to enforce international trade rules established by the General Agreement on Tariffs and Trade (GATT). Like GATT, the WTO generally operates by consensus among its 134 member countries, although votes are taken in some cases.

Unlike GATT, however, WTO decisions are binding and can be enforced by withdrawing trade benefits from a country that has violated WTO rules.

The fact is that in the last decade international trade negotiators have grown too ambitious. World trading rules have begun to supersede state and federal laws on the basis that they are "barriers to trade". If countries disagree about an issue they can bring their case before a WTO "dispute settlement panel," a group of three trade lawyers selected by the disputing countries.

Only national governments can make submissions or provide testimony to the WTO's dispute settlement panels. The Teamsters and other organizations, including state and local governments, are locked out even when their interests are at stake. Proceedings are secret. Documents, hearings and briefs are confidential. And there are no outside appeals.

# AT THE GRASSROOTS

# **Community Holds Forum on WT**

places the interests of corporations over the interests of people."

In fact, the official website of the WTO clearly states that labor issues are not, and will not be, part of the WTO's agenda [see box page 3].

Despite a media fixation on the incidents of violence in Seattle, the Teamsters and the 40,000 other prolabor protesters marched through downtown Seattle peacefully.

"I was inspired by the way we presented ourselves as a movement," Howell said. "It was one of the most honorable moments that I've ever seen as a Teamster."



Johnny Sawyer knows the best way to learn is to do.

Sawyer, a business agent with Local 61 in Asheville, N.C., jumped in feet first when it came to a community forum about the World Trade Organization. (WTO).

"The WTO's a big, complicated issue and one I can honestly say I don't have my hands totally wrapped around yet," Sawyer said. "But I wanted to participate, because there's no better way to learn than to get involved."

Sawyer joined five other speakers to discuss the impact the WTO has on ordinary people. The group met as part of a public forum at Asheville's YMI Cultural Center Nov. 30 that coincided with the massive rallies against the



WTO held in Seattle.

Sawyer, who immersed himself in a crash study course on

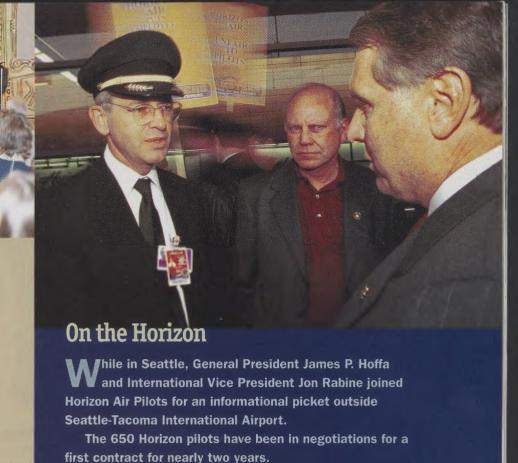
the WTO, discussed how the WTO ignores the rights of workers in favor of profits.

More than 200 people jammed into a 150-person auditorium to hear the speakers. Local television, newspaper and radio reporters covered the event, coordinated by community organizer M.E. Bethel. The forum illustrated how local people can take control of their own lives and education. Rather than relying strictly on the media's account of the WTO and its impact, the forum favored a model of self-education.

"I just figured since I wasn't going to be able to make it to Seattle, I needed to make sure something was happening in my community," Bethel said. "We need to give regular people an idea of how the WTO operates and how it impacts them in very real ways.

But Bethel wanted to go further than just providing information. She wanted to ensure that people could act in their interests

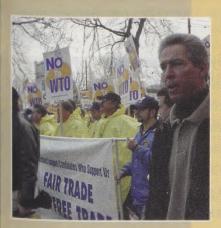
"The WTO is such a massive organization, that information alone would be too depressing," Bethel said. "So we incorporated a whole section on what we can do in our local community to provide tools for people to fight back."

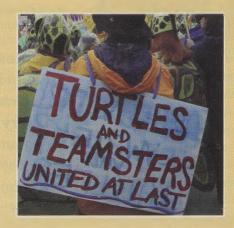


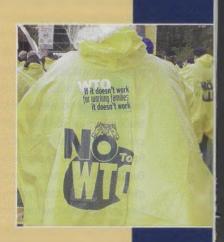
What does the official WTO website say about labor standards?

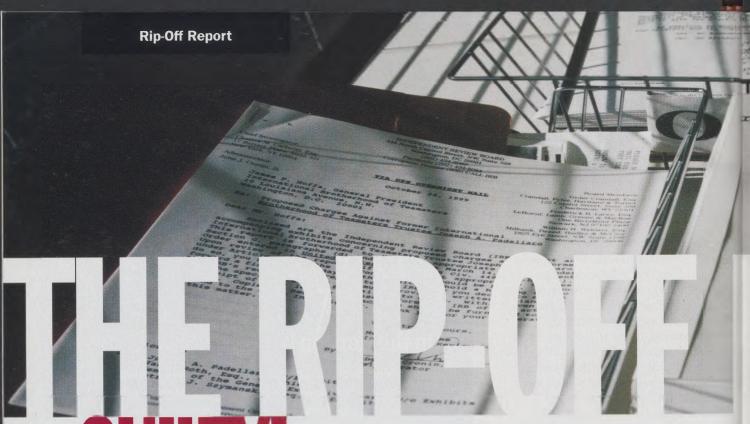
# "LABOUR STANDARDS: NOT ON THE AGENDA"

"Strictly speaking, this (labor standards) should not be mentioned here at all because there is no work on the subject in the WTO, and it would be wrong to assume that it is a subject that 'lies ahead'...The key phrase is 'core labor standards' – essential standards applied to the way workers are treated. The term covers a wide range of things: from use of child labour and forced labour, to the right to organize trade unions and to strike...The WTO agreements do not deal with any core labour standards."









# GUILTY!

# FORMER GOVERNMENT AFFAIRS DIRECTOR CONVICTED IN CAREY CAMPAIGN SCHEME

The fraud and conspiracy trial of former Teamster Government Affairs Director William Hamilton has ended with Hamilton convicted on all charges. He now

faces up to 30 years in prison and \$1 million in fines for embezzlement, mail fraud and a host of other federal crimes.

In the course of Hamilton's trial, the government methodically laid out the intricacies of disgraced Teamsters General President Ron Carey's reelection campaign conspiracy.



Hamilton (right) with counsel.

Hamilton was tried for his role in a plot that funneled nearly \$1 million of Teamsters dues money into the coffers of various organizations in exchange for contributions to Carey. Carey has since been banned for life from the Teamsters. Carey consultants Martin Davis, Michael Ansara and Jere Nash have all entered guilty pleas for their roles. Nash and Ansara acted as key government witnesses in establishing the scheme's details.

# **The Big Picture**

Nash, Carey's campaign manager, underscored the breadth of his candidate's corruption.

Under oath, Nash implicated Hamilton and Carey in a broad array of illegalities from soliciting improper campaign contributions to diverting dues money. He also detailed the initial conspiracy to cover the group's trail.

Nash also testified that without the direct mail campaign, purchased with illegal cash, Carey would have lost the election.

### **Ansara Filled in the Details**

Ansara, a self-styled progressive activist, explained the nutsand-bolts of the Carey campaign's rip-off ruses. th

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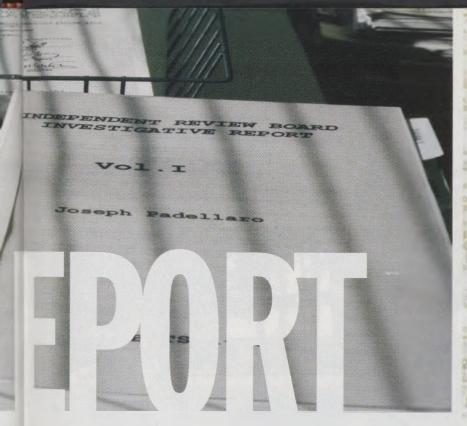
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When asked what his role was within the Carey campaign, Ansara replied "to illegally move money into the reelection campaign of Ron Carey."

One of Ansara's favored ploys was to launder dues money through seemingly non-partisan, get-out-the-vote groups. Another was to mask contributions from employers by having their spouses write the check. Ansara entangled his own wife in his crimes this way. Yet another trick was to bill the IBT for "no work" contracts and then pass the money on to Carey's campaign.

"Trial testimony revealed that several other individuals participated in the conspiracy that looted the Teamster treasury and tarnished the image of our union and its members. We urge U.S. Attorney Mary Jo White and the Justice Department to pursue these individuals to the fullest extent of the law."

- TEAMSTER GENERAL PRESIDENT JAMES P. HOFFA



# What's Next?

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Seasoned trial watchers predict more drama to come. The testimony and evidence that convicted Hamilton did not stop with him.

"Trial testimony revealed that several other individuals participated in the conspiracy that looted the Teamster treasury and tarnished the image of our union and its members," said Teamster General President James P. Hoffa. "We urge U.S. Attorney Mary Jo White and the Justice Department to pursue these individuals to the fullest extent of the law."

In the meantime, Hoffa has directed Teamster attorneys to review the trial record and prepare legal action against these individuals to try to recover Teamsters' stolen dues.

# **CAREY'S TRUSTEE PLUNDERED LOCALS**

he Independent Review Board (IRB) recently recommended disciplinary action against Joseph Padellaro, a vice-presidential candidate on the Carey slate and trustee of many locals during the Carey era. The IRB charged Padellaro with embezzling at least \$12,000 from 11 locals and two joint councils he was appointed to oversee.

"The charges against Padellaro expose the extraordinary cynicism of the Carey administration," said James P. Hoffa, Teamsters General President. "Many of the locals that Padellaro looted had been recommended for trusteeship because they needed a cleanup. It now appears Mr. Padellaro perpetuated corruption, enriching himself from the locals' treasuries."

Some evidence of Padellaro's alleged embezzling came after a review of recent trusteeship records by the Hoffa Administration. The audit revealed that Padellaro routinely double-billed airline and travel expenses.

"On numerous occasions, Padellaro obtained airline tickets using his IBT Visa credit card or through the IBT travel office," stated the IRB report. "For every one of these, the IBT paid these expenses directly. Yet on at least eighteen occasions ... Padellaro submitted requests for reimbursement ... to locals where he was the trustee."

The Teamster General Executive Board will now take up the IRB's recommendation of disciplinary action.

# **Anti-Corruption Update**

Evanston

**Task Force, Leadership Meet This Month** 

wo milestone events for the Teamsters anti-corruption plan will take place this month as the Hoffa administration's bold effort to clean up the union gears up.

General President James P. Hoffa will brief the leadership from all Teamster Joint Councils January 11, 2000 in Chicago . The meeting will address the program's objectives and implementation strategy. Edwin Stier and James Kossler will also be on hand to address the leadership.

Additionally, a Task Force of Teamsters who will develop the Standards of Conduct will hold their first meeting on January 19-20 at the George Meany Center in Silver Spring, Md. Task force members will begin discussions on how the code can best reflect Teamsters values and concerns.

"We continue to move forward with the anti-corruption program," Hoffa said. "Our goal is to prove to the world that the Teamsters union is a highly ethical organization that places the needs of its members in the forefront. We need to ensure that when people think of Teamsters, they never hesitate to think of good wages and benefits and good contracts."

# A Food Electrical

Florida Teamsters Fight Unequal Treatment of Lunchroom Workers

itrus County lunchroom worker Rose Rogers would sometimes dip into her own pocket to help needy children pay for their lunches. And on several occasions. faced with the choice of throwing the food away when hungry children couldn't come up with the full-fare, she allowed the children to go through the line without paying.

Her reward: two weeks unpaid leave.

# **Double Standards, Class Divisions**

Rogers' punishment was extreme considering how the board had reacted to other discipline cases. The school board chose to ignore reports that other school staffers had gone through the line without paying for their food. Instead it was satisfied with these staffers saying they wouldn't do it again.

Rogers, who had recently voted to





Citrus County workers Jean Russell (left) and Terry White.

make Teamsters Local 79 her bargaining agent, admits it wasn't right to let kids through the line without paying for the food. But then she also didn't think it was right to be punished so severely, while the school board let others walk away with less than a slap on the wrist.

"Why is it that there are two separate judgments?" Rogers asked. "Why is it that one gets by and the other can't? Is the white collar better than the lower level?"

To show their dismay, members of Teamsters Local 79 packed the school board meeting. The controversy made daily headlines in the local paper.

Still, the district upheld the punishment and commanded that the unpaid meals be thrown away. Then in response to public outcry, the school board reversed itself and ordered that the meals be given away.

"What happened to Rose is exactly why people need unions," said Bob Meeks, Local 79 Business Agent. "First management punishes our members for giving food away to needy children, then they mandate that the district give the food away. It's these kinds of mixed signals that cause so much concern among the workers. It's this kind of unfair treatment that we're trying to eliminate through a contract. A contract provides the safeguards to protect employees form this kind of treatment."

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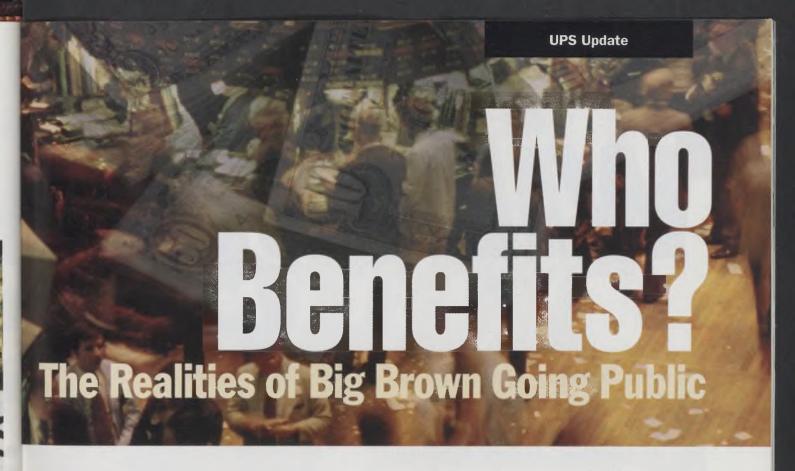
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# **Making A Difference**

Just four months before the incident, workers in Citrus County voted by an 8-to-1 margin for representation by Local 79. But the road to a contract has been difficult. Florida is a "right-to-work" state and, as public employees, the Citrus County workers don't have the right to strike. Regardless of the obstacles, Local 79 continues its campaign to win a decent contract for the school district's workers.

"We will bring a good, decent contract to the workers in Citrus County," Meeks said. "When people get together and show a unified force, they make things happen."



eamsters at UPS don't look any different. They have the same brown uniforms, the same brown trucks. However, Teamsters that invested in UPS stock are now worth a little more money following the company's initial public offering (IPO)

In just one day, the value of UPS stock jumped from \$25.50 to \$68.25 a share in the wake of the 92-year old company "going public." Contrary to popular opinion, there aren't many millionaires delivering packages following the IPO. Most of the profits made by Teamsters were modest. Members will be able to add to their children's college education funds, buy homes or add to their retirement accounts. Not too shabby for a Wednesday afternoon, but not quite the millions many people thought their local drivers realized.

# **The \$45 Billion Question**

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The IPO provided an enormous cash infusion for the 92year old company. Its first day gain on the market's tote board outpaced IPOS from industrial giants like Conoco Oil.

"The \$45 billion paper gain – the difference between the value UPS put on its shares as a privately held company and the value that Wall Street placed on them as a public company – has got to be the biggest one-day windfall in history," said Allan Sloan, *Business Week*'s Wall Street editor.

The question is: What will UPS do with the money?

"We hope UPS will use these funds to invest in more fulltime jobs, feeder equipment to deal with the rail crisis and more health and safety programs for our members," said James P. Hoffa, Teamsters General President. "Wall Street obviously feels this workforce was key to the high valuation of the UPS stock. We agree. Now the company should take the proper steps to reinvest in their most valuable asset."

Investors who drove the stock up, essentially banked on

the quality of the Teamster UPS employees. The company's unionized workforce, which has been organized for the majority of its existence, is largely responsible for UPS's recent success.

### Where Are All the Millionaires?

The people at the top – managers, executives and family members of the company's founders – made a truckload of money. This is because the stock ownership is not evenly spread out. Retirees own about a third of the stock, UPS' founding families and charities own about a third and a third is owned by employees – mainly held by management.

Business Week estimated that the upper echelons of UPS management saw the value of their stock jump by as much as \$14 million – throw in stock options and those estimates grow to \$30 million.

"Wall Street obviously feels this workforce was key to the high valuation of the UPS stock. We agree. Now they should take the proper steps to invest in their workforce."

- JAMES P. HOFFA, TEAMSTERS GENERAL PRESIDENT

# **The Day After**

Package car driver Greg Rampley won't have any extra money falling out of the pockets of his brown uniform, but he does have a smile on his face. He intends to use his gains to help put his children through college.

"We're the people who built this company, so it's good that we're able to share in its success on Wall Street," said Rampley, a member of Local 728. "I'm not saying I got rich overnight, but it will pay for some of my kids college."

# AVINNING CON Washington, DC Teamsters reach out to youth

eads of sweat roll down Harold Parker's brow as he dances around the ring. The snap of his jab keeps opponents at bay. But it's the sharp sting of an overhand right that he scores on.

Parker doesn't stop scoring points inside the Sugar Ray Leonard Boxing Center, in Landover, Md. Boxing has taught Parker how to hit the books hard and score high on academic tests too.

"We use the discipline of boxing to bring out the best in each of the kids," said Nat Lewis, a 26-year Teamsters Local 730 member. "Kids relate to the glamour and glory of boxing."

One reason Parker can train is because of the commitment of Washington D.C. area Teamster locals. Lewis and other members of Teamsters Locals 639 and 730 and the Food and Retail Clerks' Union Local 400 contribute to a program that provides training equipment and travel funds for male and female boxers who fight in the Silver Gloves and the Junior Olympics boxing programs.

"My idea was to link fighting in the ring with fighting for good jobs and a good contract at the workplace," Lewis said. "When community residents see unions working for their kids, they are more likely to take our side when there is a dispute with a corporation."

# Born on the picket line

Lewis understands the importance of community support. He's been out on the winter picket lines and the only thing that took the edge off the sharp chill of a mid-Atlantic winter was the warm reception by the community.

"People came by the picket lines just to talk and to bring coffee and tea," Lewis said. "They loved the fact that we

were taking on a giant corporation that was destroying good jobs in their community."

After weeks on the picket line, Lewis came up with an idea that would help his local establish closer links with the community. Lewis thought boxing was the perfect hook to connect unions with the youth.

"Most kids don't have the slightest idea what unions are about. They are not interested in sitting through lectures on







# Fight Continues Fight Continues Fight Continues

orkers at SAIA Motor Freight Line remain strong in their resolve to organize. SAIA, a non-union subsidiary of Yellow Freight Co., has fought the worker's organizing campaign with hardball tactics. Anti-union propaganda and empty promises are just a few of the tricks that Mike Klein of Teamsters Local 745 has seen. The Dallas-based SAIA also brought in more than 100 new employees in an effort to undercut the percentage of pro-union employees. Many of these new employees are put through an anti-union orientation or are promised supervisory positions in exchange for their pledge to remain pro-management.

"We are committed to winning, no matter what management throws at us," said Klein.

Since the organizing campaign began last July, Teamsters representatives have worked person-by-person, to get enough cards signed to force a vote on unionization.

The campaign at SAIA is only one part of an ongoing battle to make all of Yellow Freight union. Teamster locals throughout Arizona, Colorado, California, Nevada, New Mexico, Texas and Utah are working together to develop a company-wide organizing strategy at WestEx, another Yellow subsidiary.

As if these weren't enough, the sudden closing of formerly Yellowowned Preston trucking left 4,000 Teamsters unemployed. As soon as Yellow sold Preston, it bought Jevic, a non-union carrier servicing many of the same areas as Preston.

In spite of this aggressive effort by Yellow to make its carriers non-union,

the Teamsters are fighting back.

SAIA employees like Fred Phisterer are using many different tactics such as the internet, t-shirts and one-on-one talks to rally their co-workers.

"As soon as management puts their new propaganda out, we are refuting it with facts and statistics," Phisterer said. "Just this week, we made t-shirts with the slogan- 'Our Goal Unchanged, Our Resolve Intact, Don't Give Up.' We have to make all of our workers keep fighting."



# Inder A Watchful Eye Financial Recovery Continues; Dues No Longer Wasted

fter seven years of waste, fraud and abuse of Teamster dues, the International is no longer running blindly toward bankruptcy. With an eye to the future - which includes the upcoming expenditures for the 2001 convention and the election – the Hoffa administration is putting the Teamsters' financial house in order.

After only eight months in office, the Hoffa adminstration has overseen a \$7.2 million increase in union assets, which now total \$10.4 million.

"The IBT was on the edge of bankruptcy when our administration took office earlier this year," said General Secretary-Treasurer C. Thomas Keegel. "We have successfully stemmed the tide of financial losses and implemented a strategic plan to regain the fiscal health of the union."

## **Making Good Investments**

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Further, the International is developing an internal audit program and hiring additional regional auditors to protect the union's finances. The union is also hiring asset managers to increase the union's investment returns.

Union assets had fallen to nearly \$3 million when the Hoffa administration took office earlier this year. With the most recent reports, the union has increased assets by more than 200 percent in just a few months.

'The years of reckless spending are over," Keegel said. "This administration is cutting costs and increasing services. We will continue to ensure that members' dues money is spent wisely and effectively."

New Administration Prevents Bankruptcy, Finances Head Up

> After years of decline, Teamster finances start to climb. (in millions of dollars)



General Secretary-Treasurer C. Thomas Keegal

'91 '92 '93 '94 '96 '95 '97



# In The Driver's Seat Hertz Teamsters Gain **Major Wage, Benefit Improvements**

nion members in 14 locals have ratified a landmark contract covering more than 1,500 Hertz Teamsters in seven Western states.

Under the new agreement, Teamsters who work in Hertz garages and service vehicles will receive an 18.5 percent wage increase, a 19.8 percent pension increase, a rollover of unused health and welfare funds from one year to the next, cash out of unused sick leave and an increase in management's contribution to the health benefit insurance fund.

"No settlement in the history of Teamster collective bargaining with the Hertz Corporation anywhere within our union has ever matched this settlement," said Robert Lennox, Teamsters Local 495 President and Director of the Teamsters Western Region Industrial Trades Division. "We hope that this settlement serves as a blueprint for future Hertz settlements."

Among the other improvements contained in the five-year agreement are more flexibility in scheduling paid time off, floating holidays and sick leave bonuses. Hertz also agreed to participate in the Teamsters National 401(k) savings plan.

"This is type of agreement that I need to help my family," said Mary Gavin, a Hertz bus driver and member of Local 495. "This contract is a major improvement over what we had. The bargaining committee did a good job of getting the things that the members said they needed."

The workers had voted to strike the country's number one auto rental company had the bargaining committee been unable to reach an agreement.



# Historic SuperValu Agreement Greates New leamster Jobs

**Union Beats Back** Subcontracting

The historic agreement between the Teamsters and SuperValu, a major grocery and merchandizing chain, continues to produce more full-time jobs.

The new contract marks the first time that the Teamsters union has been able to overcome subcontracting in the warehouse industry. High profile attempts by the previous administration to stop subcontracting had failed.

**Hundreds of new Teamster** warehouse jobs will also be created as a result of SuperValu's continuing growth. SuperValu, which provides warehousing and distribution for retailing giant Kmart, will need more warehouse workers and drivers to service the 200 Super **Kmart Centers expected to be** built over the next five years. As a result of the agreement, more than 650 new SuperValu warehouse jobs were created.

"This shows the value of the agreement we reached with SuperValu," said Ken Hilbish, **Director of the Teamsters** Warehouse Division. "Not only did the agreement end the company's plans to subcontract Teamster work, it also set the stage for the creation of hundreds of new jobs."

# **Helping Hands, Caring Hearts**

**Teamsters Face Down Disaster** 

or Teamster families hit by tornados or floods, there is a new source of hope and assistance that will help them get back on their feet.

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The Teamster Disaster Relief Fund (TDRF), a new tax-exempt fund, has given out more than

\$120,000 to Teamster families in Oklahoma, New **Jersey and North Carolina** to help them recover from the impact of record tornados and floods.

"Although we will never be able to replace their monetary loss or their personal mementoes that were destroyed, we hope knowing that they are in the thoughts and prayers of other Teamster members will give them comfort as they rebuild their lives," said Cheryl Johnson, Director, **Teamster Human Rights** Commission, who coordinates the fund.

TDRF is funded by contributions from Teamster locals and joint councils. It works directly with Teamster affiliates to handle material contributions and assistance to members.

"Members across the country are talking about the unity and compassion shown by Teamsters Local 886 which helped coordinate the TDRF relief effort

for Teamster families caught in the Oklahoma tornado," said Johnson.

The local handled inquiries about providing assistance from Teamsters around the country. It also coordinated the distribution of donated items ranging from a truckload of house paint to a truckload of shoes.

To increase the disaster relief resources available to Teamster members and their families, TDRF is considering several fundraising projects. Among them are selling bottled water with the Teamster logo and selling Teamster "Beanie Babies."

For additional information on TDRF or to make a contribution, contact TDRF, c/o Teamsters Human Rights Commission, 25 Louisiana Avenue NW. Washington, DC 20001. ibthrc@excite.com



Floods destroyed hundreds of homes in North Carolina.

# **Bringing Down a Corporate Goliath**

**Teamsters Strike Greases Way for Great Exxon Contract** 

he odds were against them. The company said it would replace them. A private army had been hired to guard them.

Yet, 82 members of Teamsters Local 273, in Warrendale, Penn., successfully took on the largest corporation in the U.S.—Exxon. The workers, who struck Exxon for 18 days recently. won a commitment from the company to create additional jobs.

"Most people thought we were crazy. They asked, 'How could less than one hundred workers stand up to Exxon?" said Mark Knight, a Local 273 steward. "But we felt that a line had to be drawn or the company would never respect us. We're Teamsters, and we a have history of

fighting for the rights of working people.

The workers, who produce lubricating grease for Exxon at the largest grease plant in the United States, struck for improved pensions, better health and welfare benefits and job security.

### **Workers Under Siege**

"The company hired a force of 30 special security guards and installed high-powered lighting to make it look like it was daylight at the plant 24hours a day," said Richard Potochny, Local 273 Secretary-Treasurer. "Management threatened to replace our members, but our members refused to let a big corporation run over them."

Despite the intimidating atmosphere, the workers remained united throughout the nearly two-week strike. In addition to wage and benefit improvements, the workers also received a commitment from Exxon to create 15 more union jobs within two months of the end of the strike. The workers also won a favorable ruling from the state government making them eligible for one week of unemployment pay because Exxon locked them out during the strike.

"We had a tough, determined group," said Potochny. "Exxon saw that the workers were serious about their demands and caved in. They couldn't run the plant without our members."



hospital



niontown Hospital managers liked to brag about their "track record" thwarting union organizers. In truth the record read more like a rap sheet, chock full of unfair labor practices, retaliatory firings and nonstop, bogus litigation.

The Teamsters first tried to organize the Pennsylvania hospital in 1967. The Hospital and Health Care Employees tried in 1970 and again in 1979. In the early '90s, it was the United Mine Workers (UMW). At every turn, the hospital's union-busters won the day, by hook and by crook.

All that is now history. Teamsters Local 491 has organized the hospital's 460 nonprofessional employees. Secretaries, nurse's aides, housekeepers, maintenance, and cafeteria workers finally have their chance to bargain for

decent conditions. Voting 258-151, hospital employees rejected three decades of management harassment and manipulation.

"When an organizing campaign starts, management lies to you from day one," said Janet Niemiec, organizing committee member and a veteran of the 1992 UMW effort. "They tried to twist and turn every little statement. They showed films. They claimed the union was only interested in our dues money."

"Administration officials claim they respect their workers and want them treated fairly. Now they can put their money where their mouths have been."

---VITO DRAGONE, LOCAL 491 SECRETARY-TREASURER

# **Beating Back the Bosses**

"Everything just clicked, this time," says Vito Dragone, Jr., Local 491 Secretary-Treasurer.

Dragone lauds the workers who gathered the signatures and voted in the election. He speaks of the resources and leadership contributed by Charles Byrnes, President of neighboring Local 926 and Director of the Industrial Trades Division's Eastern Region. He points to the prior organizing drives of brother unions, who, instead of scrapping over turf, readily supported the Teamster effort.

"Al Yankovich, president of Mine Workers District 2, even spoke at a Teamster organizing meeting," Dragone said.

The Pennsylvania Conference brought in its big, blue 18-wheeler decked out with Teamster logos. Standing outside the hospital on the day before the voting and again while votes were cast, the rig cut a large figure in a small city.

"It made a huge impression," said Rose Yodanza, an organizing committee member. "People were commenting on it, and on how nice and polite the men around it were. I think it was a big help."

"It was what made the fence sitters vote yes," Niemiec agreed.

# The Work to Come

n

Of course now comes more hard work. A new unfair labor practices complaint may be brewing over management's efforts to limit a general two percent raise offered during the campaign. And hospital employees are finally gearing up for collective bargaining. Key issues are better pension and health benefits and an end to management intimidation.

"Administration officials claim they respect their workers and want them treated fairly," Dragone said. "Now they can put their money where their mouths have been."



# A Double, Double Shot Two Locals, Four Organizing Victories

# **Union is King at County**

ocal 117 scored an organizing victory when 47 workers at the King County Wastewater Treatment Facility voted to join the local.

"Job security and having a voice at work were key issues for these workers," said Leonard Smith, Local 117 organizer. "With the possibility of subcontracting and layoffs always looming over the heads



of these public employees, they wanted a union with a track record of fighting for its members. They compared the records of several unions in the Seattle-area and picked the Teamsters because of the local's professional and aggressive leadership."

A key to organizing victory was the local's use of union stewards to reach out to the wastewater workers.

"The workers and stewards used email to communicate with each other," said Smith. "Questions about the union would be posted by the wastewater workers and they would receive e-mail answers

(continued)

from Local 117 stewards at other county agencies."

The local represents between 1,500 and 2,000 other county employees.

# **Teamsters Saw Up Management**

umber company workers in Auburn, Wash., decided that a real Teamster pension was better than management's promises of a million dollar retirement plan.

The Teamster pension, working conditions and health and safety concerns prompted the employees of Armstrong Lumber, located south of Seattle, Wash., to vote to become members of Teamsters Local 117.

"Management sent letters to the workers saying that they would be making a big mistake if they joined the Teamsters," said Smith. "They told the workers that if they voted against the union, they could be come millionaires through the company's 401(k) plan."

The 37 employees, who produce prefab module housing sections, decided that the Teamsters Western Conference retirement plan was a better deal. Under the plan, new union members can receive up to 10 years past service credit toward their retirement.

During the two month campaign, management regularly sent flyers and letters to the workers' homes and held "one-on-one" meetings at the factory urging employees not to vote for the union.

However, the Teamster organizing committee at the factory took time to speak with each worker and held its own "one-on-one" sessions where they outlined the benefits of union membership for both the workers and their families.

The factory organizing committee also had help from other Local 117 members like shop steward Mike Tamm, who helped expose management's lies and highlighted the improvements other area workers had gained because of Teamster membership.

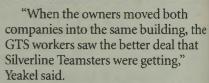
"The workers ignored management's anti-union campaign and voted 26 to 8 for the Teamsters," said Smith. "It shows that the truth will win over management's lies."

# Local 773 Win 'Back to Back' Elections

embership involvement was the key to the back-to-back election wins for Teamsters Local 773, in Allentown, Pennsylvania.

"Teamsters members were the key to convincing the workers at Garment Transportation Specialists (GTS), a garment industry freight company, to join Local 773," said Brad Yeakel, organizer.

Local 773 members at Silverline, a sister company to the then nonunion GTS, spent time outlining the benefits of Teamster membership. The Silverline employees talked with GTS about the advantages of a union contract, specifically the better vacations and holidays.



The result of the workplace talks was a win for Local 773 in the GTS representational election.

# **Second Time's A Charm**

Just a year after rejecting Local 773 by a 2-1 margin last year, workers at Kulp Foundry found just how empty management's promises could be.

"We stayed in touch with the workers following the defeat," said Yeakel.
"We knew that management would not keep its promises."

And when the custom iron foundry's management started backing out, Local 773 was ready. Using a "worker-to-worker" volunteer organizing network, the local had Teamster members from throughout the area speak to the 62 foundry workers.

Despite the company's use of anti-union videos at mandatory meetings and mailings to workers' homes, the local's message on the benefits of union membership won the workers' confidence. The majority of the workers voted for Local 773 representation and are currently working on contract proposals.



# Teamster Stewards

# Preparing to Meet Future Challenges

tewards are problem solvers, leaders, communicators, organizers and educators. Their time is divided between handling members' concerns and getting more members involved.

The latest methods of solving problems and increasing member involvement are presented in stewards' training courses and leadership development courses offered by the Teamsters Education Department.

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"Being a steward is one of the most important and challenging jobs in the union," said Charles Guion, a Teamster Local 730 steward in Washington D.C. "You are constantly being put in the middle between members and management. But the training provided by the Teamsters Education Department helps make a hard job a lot easier."

Guion and more than twenty other Local 730 stewards from Giant Foods, an East Coast grocery chain, recently attended a daylong seminar covering the rights and responsibilities of stewards.

'These types of seminars are great because they help you determine when a members' particular problem includes grounds for filing a grievance," said Guion, who has been a steward for 12 years and has attended several of the seminars.

The Local 730 grocery warehouse stewards' seminar was conducted at Teamsters headquarters as part of a "bridge" program to bring more locals to the headquarters building for training programs.

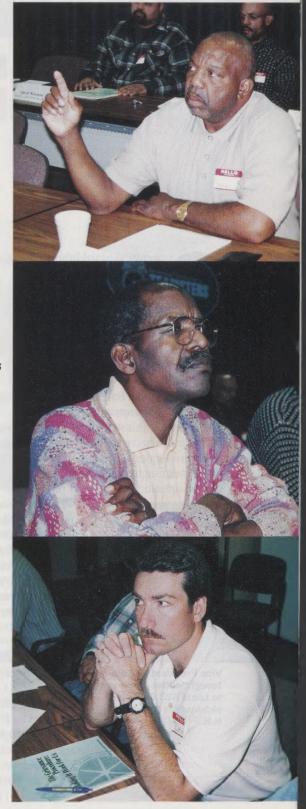
# "Stewards are the linchpins of the union."

—JAMES P. HOFFA, TEAMSTER GENERAL PRESIDENT

The stewards' seminars are part of the union's leadership development program, which includes the Teamster Leadership Academy (TLA). Since 1986, more than 4,000 members, officers and staff have attended programs offered through TLA.

"Stewards are the linchpins of the union," said James P. Hoffa, Teamster General President. "They are on the shop floor, in the barns, they know what is going on firsthand. So it's essential that we provide every opportunity possible to keep them up-to-

The Teamsters Education Department holds stewards seminars for locals across the U.S. and Canada. If your local or joint council is interested in hosting a stewards' training seminar or in information about upcoming TLAs, contact the Education Department, (202) 624-8117 or visit the Teamster website at www.teamster.org.



# OMERNIESTRING Teamster Resolvi

vernite steward John Colverson and his fellow strikers hit the picket line before dawn, ready for the first Overnite truck to roll out of the Moreland Avenue gates.

From the Atlanta, Ga. hub, they followed the truck to Linens and Things in Norcross and set up their line. The day before, they trucked over to the Southern Regional Medical Center in Forest Park. Where Overnite goes, Colverson and crew follow.

"We've got this strike rolling pretty good. Yesterday we had a spotless day. When the Southern Regional Medical Center refused Overnite's freight, it was high-five time," Colverson said. "Ambulatory picketing is

why we're winning this strike."

As this edition of the *Teamster* went to press, the Overnite strike entered its seventh week. Reports from around the country had the strike remaining strong.



Vice President Al Gore brought coffee and donuts to Local 633 Overnite picketers in Manchester, N.H.

# **Overnite's Bitter Fruit**

The unfair labor practice (ULP) strike began October 24 in Memphis, Tenn. It followed a national ULP charge filed by a former Overnite operations manager who exposed a company-wide systematic pattern of breaking federal laws governing



# vitrong; Support Grows



a worker's right to organize.

The plan included discipline and firings targeted at union supporters.

"This strike is the bitter fruit of Overnite's unrepentant and unrelenting violation of the laws that protect America's working families," said John Murphy, Teamsters International Vice President and Director of Organizing. "All Americans who believe in the dignity of the workplace, who believed that our laws should be honored and obeyed, should rise up in response to the unmerciful conduct of this rogue corporation."

Around the country, Overnite has brought in "volunteers" to keep their operation going. But in Chicago, Overnite's "volunteer" workforce staged a rebellion. The "volunteers" – employees from unrepresented terminals around the country who are driving and loading company trucks during the strike - told management they were going home.

"I'm sick of it. I miss my family, I'm sick of eating sandwiches on the dock, I'm sick of living at the dock and in the

hotel room," one volunteer said.

# **Overtime Against Overnite**

Colverson admits the strike isn't easy. But the Teamsters are dedicated to bringing this corporate outlaw to justice.

"It's a seven day a week job, there's no question," Colverson said. "But that's the reason we're going to be out here one day longer. We maintain our strike line 24 hours a day. We will have a contract."

# Teamster Unity Blocks Kroger's 'End Run' Around Grocery Strike

eamster unity shut down a plan by grocery giant Kroger to have its affiliate stores in California handle groceries and merchandise for its Arizona stores.

Members of Teamsters Joint Council 42 joined striking Local 104 Kroger warehouse workers and extended the Arizona picket line into Southern California. The picket line prevented Kroger from rerouting goods from California to Arizona.

Kroger's Arizona grocery distribution system has been embroiled by a strike since October when the company broke off contract negotiations.

Oregon Joint Council Votes Not to Support Kroger Strikers

While other Teamster locals and joint councils are taking an active role in supporting the strike against Kroger called by Local 104, Teamsters Joint Council 37 decided not to extend the Local 104 picket line.

Led by Tom Leedham, President of Local 206 in Portland, Ore., Joint Council 37 voted 4-3 against extending the pickets to Oregon. As Warehouse Division Director under disgraced former General President Ron Carey, Leedham never attempted to end subcontracting by extending picket lines and has refused to support this innovative approach.

"Local 104's dispute directly impacts
Teamsters across the country," said Jim Santangelo, President of Teamsters Joint Council
42, in southern California. "We were extremely disappointed to learn of JC 37's decision not to support extending the picket lines."

"I don't understand why some locals have decided not to fight against Kroger's corporate greed and its plan to eliminate good union jobs," said Ken Hilbish, Teamsters Warehouse Division Director. "This is business unionism at its worst." "They had no intention to give us a contract," said Andy Marshall, Local 104 Secretary-Treasurer. "Our only option was to go to the street and hurt Kroger the only place they understand, in their pocketbook."

The strike has interrupted the flow of merchandise from the Phoenix warehouse to Fry's, Fred Meyer's and Smith's stores in Arizona, southern Nevada and New Mexico. Kroger owns all three of the grocery chains.

**Extending Teamster Picket Lines** 

To pressure Kroger to come back to the table and to bargain seriously, Local 104 extended its Arizona picket line to Kroger-owned grocery chains in other parts of the country.

"General President Hoffa has taken the bold step of calling for an extension of Local 104 picket lines," said Ken Hilbish, Teamsters Warehouse Division Director. "This puts real pressure on the company and shows that we are serious about keeping full-time jobs and winning good contracts."

The strategy bore fruit in southern California where Teamsters in Joint Council 42 put up picket lines at the Kroger-owned Ralphs chain.

# Taking the Message to the People

triking workers took their mes sages to one of the largest sporting events in the country More than 130,000 spectators attending the Checker Auto Parts' **DuraLube 500 NASCAR race were** greeted by Teamsters Local 104 members and their supporters. The spectators were also treated to an airplane trailing a banner blasting Kroger's treatment of its workers. The plane flew over the raceway for more than 40 minutes. It later returned refitted with a new banner that alerted the huge crowd to the **Teamsters strike at Overnite.** 

"We stuck to our guns," said Jim Santangelo, International Vice President and Teamsters Joint Council 42 President. "Kroger ultimately backed down."

**Winning Public Support** 

Local 104 members have also been going door-to-door in Phoenix enlisting residents in their fight against Kroger's corporate greed and to keep good, full-time jobs in the city.

"Kroger would like to get rid of the Teamsters," said Marshall. "It wants to run a 'sweatshop' warehouse with low wages and reduced benefits. It can't do that if the workers are covered by a Teamster contract."

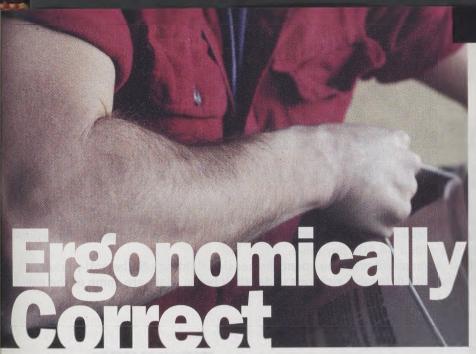
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# **OSHA Proposes Workplace Injury Standards**

he Occupational
Safety and Health
Administration (OSHA)
has begun the process of
requiring employers to
protect workers from
injury due to repetitive motion or
heavy lifting by releasing proposed
"ergonomics" regulations.

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"Despite an unrelenting and meanspirited campaign by big business groups and anti-worker members of Congress..., the public will finally have a chance to be heard," said AFL-CIO President John Sweeney after OSHA announced it was at last moving forward.

"What finally broke the logjam was unions working like hell on Capitol Hill," said LaMont Byrd, Director of the Teamsters Safety and Health Department. "OSHA has also done a pretty good job itself. They made this a high priority."

Ergonomics is the science of fitting a job to the needs and limits of the human body. OSHA estimates that 1.8 million workers are needlessly injured each year from overexertion or repetitive motion. The Bush administration first committed to developing rules to combat this problem nine years and 16.2 million injuries ago. Obstructionist business interests have managed to delay

Contrary to this stance, workers'

OSHA's work ever since.

health is good for business, because healthy workers are more productive.

"The few decent employers who have implemented ergonomics programs on their own have actually reported favorable results, both in terms of injury reduction and economic benefit," Byrd said.

Business interests like the Food Distributors International trade group reacted to OSHA's announcement with scare tactics. They trumpeted that it would cost an estimated \$26 billion annually to retool just 80 warehouse facilities nationwide. In reality, OSHA says the average cost of fixing a problem at any given workstation should be around \$150. OSHA estimates that its regulations, as proposed, will save American industry \$9 billion in productivity each year.

"One of the hurdles we have to overcome is the idea that there is no solution to these problems and that people just wear out in certain jobs," said Charles Jeffress, OSHA Administrator.

Byrd agrees. In the coming months he aims to make sure that the voices of UPS drivers, warehouse helpers and government clerks are heard. Their backs, wrists and knees need no longer be sacrificed to management's indifference and false economy.

# OSHA By the Numbers

7	Number of years OSHA
	has been trying to
	develop an ergonomics
	standard
25	Median number of
	days a worker misses
	per year if (s)he suffers
	from carpal tunnel syn-
	drome
50	Percent of U.S. work-
	ers not covered by an
	ergonomics program
\$150	Average cost for alter-
	ing a workstation to
	keep it from causing a
	musculoskeletal disor-

\$22,500	Average amount a
	company saves for
	each MSD prevented

der (MSD)

600,000	Number of yearly U.S.
	workdays missed due
	to MSDs

1.8	Number of U.S.
million	workers who suffer
	MSDs annually

27 million	Number of U.S.
	workers who will be
	protected by the pro-
	posed OSHA
	ergonomics standard

\$9	Estimated savings
billion	generated annually by
	the proposed OSHA
	ergonomics standards

Ergonomics is the science of fitting a job to the needs and limits of the human body.

# Working Families Fight Off Congressional Attack

he Republican leaders of the 106th Congress took care of one class of workers before leaving town—themselves. After spending the entire session pushing a bevy of anti-worker legislation, congression—al leaders rewarded themselves with a \$4,600 pay raise.

Meanwhile, Teamsters and other union members, who spent the session fighting off the anti-worker attacks, came away from the session with defensive victories under their belts. Here are some of the session's "lowlights:"

### **PENSIONS – Section 415**

n the closing hours of negotiations on the appropriations bill for fiscal year 2000, the House Republican leadership killed a proposal to provide Teamster pensioners with full pension benefits. The proposal would have provided complete and permanent relief from Section 415 of the tax code that restricts the amount of money a pensioner can collect.

Sen. Ted Stevens (R-AK), Appropriations Chairman and chief Senate negotiator, fought hard for the Section 415 relief proposal until the bitter end. But Steven's proposal, backed by both the Senate Republican leadership and the White House, failed to muster enough support in the House.

### **MINIMUM WAGE**

While finding the time to pocket a hefty pay raise, the Congressional leadership couldn't find the time or summon the will to enact a realistic increase in the minimum wage.

The three competing proposals fueling the minimum wage debate were:

- The Senate version included a \$1.00 an hour increase over three years. But the proposal also included language that would gut overtime pay and the 40-hour week by changing the way overtime pay is calculated.
- In the House, the Lazio-Shimkus proposal included a pay increase identical to the Senate version, but it also weakened the Fair Labor Standards Act by changing overtime and mini-

mum wage protections for several categories of workers.

The Bonior/Rangel/Sandlin/Phelps proposal increased the minimum wage \$1.00 over two years; contained no anti-worker poison pills; and included legislation that provides complete and permanent relief from the Section 415 pension problem.

The Teamsters support the Bonior/Rangel/Sandlin/Phelps alternative. Expect the minimum wage fight to carry over into next year.

### **ERGONOMICS**

B ig business and its conservative Republican allies in the Senate, led by Sen. "Kit" Bond (R-MO), attempted to block OSHA from proceeding with its plans to issue an ergonomics standard. The politicians, heavily backed by employers' special interest groups, pushed to postpone the ergonomics standards until the National Academy of Sciences completes a second study of ergonomics sometime in 2001.

Bond tried to attach his antiergonomics bill, S. 1070, as a rider to the Senate version of the FY 2000 Labor/HHS Appropriations bill. He was forced to withdraw his amendment after the Democrats threatened to filibuster. Since the House narrowly passed a companion measure - H.R. 987, the so-called "Workplace Preservation Act" - look for Sen. Bond and the antiworker forces to try to pass S. 1070 next year.

# FREEDOM OF SPEECH – The Working Families Gag Bill

The "Paycheck Deception Act" reared its ugly head again. With the presidential and congressional election season around the corner, corporate special interests and their political buddies made another attempt to impose strict new regulations on unions to make it impossible for union members to support grassroots political action and candidates who stand up for working people.

Rep. William Goodling (R-PA) tried to attach his "Paycheck Deception" bill, H.R. 2434, to the Bipartisan Campaign Finance Reform Act. Under pressure from the Teamsters and other pro-worker groups, Goodling withdrew his amendment. However, he vowed to bring H.R. 2434 to the floor for a vote.

Look for anti-worker forces to put on a full court press to pass "Paycheck Deception" legislation in both the House and Senate next year.

Continue to call, write, or e-mail your Senators and urge them to oppose this anti-worker legislation. bill that provides tough, new penalties for Mexican trucks operating illegally outside of the currently permitted commercial zones along the U.S.-Mexican border awaits President Clinton's signature. The Motor Carrier Safety Improvement Act of 1999 passed both the House and Senate in the waning hours of the 1999 Congressional session.

The Teamsters pushed through language that provides fines of up to \$25,000 and permanent disqualification from operating in the U.S. commercial zones for Mexican carriers caught operating illegally in the U.S.

Information obtained by the Department of Transportation's (DOT) Inspector General showed that Mexican motor carriers had already been found operating illegally in 24 different states.

The IG's report found the Mexican truck invasion was even worse than originally reported. Roadside inspections found more than 200 Mexican carriers operating improperly beyond the commercial zones within the four border states. The report concluded that because of the numerous problems with the accuracy of the existing databases, it is difficult to estimate the full extent to which other Mexican motor carriers may have operated improperly in the U.S.

## **Beyond the Border**

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Additionally, the Motor Carrier Safety Improvement Act establishes the Federal Motor Carrier Safety Administration, a new agency aimed at reducing truck and bus accidents on our nation's highways. It replaces the Office of Motor Carriers, which was criticized as being too close to the trucking industry. The bill also:

- Establishes a Commercial Motor Vehicle Advisory Committee with labor as a member
- Doubles funding for state and federal safety oversight and enforcement efforts
- Creates new motor carrier entrant requirements including a safety review within the first 18 months
- Requires a 24-hour, toll-free telephone hotline for truckers to report safety violations to be staffed by a live person knowledgeable about motor carrier safety regulations and procedures
- Gives the DOT authority to shut down carriers that refuse to pay fines for safety violations
- Requires the DOT to develop specific staffing standards for federal and state motor carrier safety inspectors in international border areas
- Revises the regulations that provide for the suspension and disqualification of commercial motor vehicle drivers for serious offenses

### United States Senate

October 25, 1999

The Honorable William J. Clinton
President, The United States of America
The White House

Dear Mr. Preside

We are writing to urge you to maintain the current restrictions on U.S.-Mexico cross-border was and bus operations. Maintaining these restrictions is essential to help protect the safety of all Americans as they travel on our nation's highways.

In December 1995, the expansion of U.S.-Mexico orost-border truck and bus operations was wisely postponed due to overwhelming evidence that Mexico's truck and bus astefy standards were still significantly below those in the U.S. Purthermore, our ration's lack of adequate salest impection and enforcement programs along the border leaves us unable to prevent unsafe truand buses from entering the U.S. and unduly endangering the traveling public.

Mexico's enforcement programs are still virtually non-existent. The persistence and depth of this merious threat to our trainfow highway active was underscored by a report issued by a report issued by the Department of Transportation. I superior General within the past year which concludes that the Department of Transportation. I superior General within the past year which concludes that the Department of Transportation. I superior General within the past year which concludes that the action of the proper of the superior department and the superior of the superior and the superior of the superior of

According to this report — which is based on the latest information available — less than 1 15 of the 3.5 million Microscin mucles that ordered into the Chited Stean in FY 1979 were imposeded and the 15 million of the 15 million

Maintaining the current safety restrictions will not unduly impact trade between the U.S. and Mexico, which has increased from \$80 billion before NAFTA to about \$200 billion now and irising steadily, as an increasing volume of goods and services flows in both directions.

It is clear that the U.S. is not prepared to open the border to these unsafe trucks and buses. Until the U.S. and Mexico agree on comprehensive safety standards, establish and successfully test effective enforcement programs, and staff border facilities with full-time inspectors, current safeguards must remain firmly in place.

We deply appealed your employers of these leaders

Ben Nighthorse Campbell (R-CO) and Ron Wyden (D-OR) were joined by 46 colleagues in signing a letter asking President Clinton to keep the current restrictions on Mexican cross-border trucking in place. They joined the 258 House members who sent a similar letter earlier this year.



International Vice President Dan DeSanti questions Vice **President Gore** 

# Al Gore Meets Teamster Leaders

# **Gore Attends General Executive Board Meeting**

Vice President Al Gore met with members of the General Executive Board (GEB) November 4, to discuss his bid for the U.S. presidency.

"We appreciate the time the vicepresident gave us so he could outline his vision for working families and we could outline ours," said James P. Hoffa, Teamster General President. "We continue to gather information from the candidates on their positions and to reach out to the

Teamster membership before we make a decision on an endorsement."

The GEB has met with Republican candidate Orrin Hatch, Reform Party candidate Pat Buchanan and has had conference calls with Democratic candidate Bill Bradley and Republican candidate Senator John McCain. To date, Republican frontrunner George W. Bush has not spoken with the GEB.



# **Working Women United**

Back-to-Back Women's Conferences to be Held by IBT and AFL-CIO

wo conferences will set the agenda for the year 2000 and beyond for working women. Through the conferences and associated workshops, union women will focus on organizing, politics and the issues that affect women in the workplace.

- ★ The IBT Women's Conference will be held April 7-10 in Las Vegas, Nev.
- ★ The AFL-CIO's "Working Women's Conference will be held March 11-12 in Chicago, Ill.

"Both conferences will provide opportunities for women to share their experiences, and work together to build a workplace that benefits all people," said Cheryl Johnson, Director of the Teamsters Human Rights Commission.

For more information contact the Human Rights Commission, 25 Louisiana Avenue NW, Washington DC 20001 or via email: ibthrc@excite.com



# REPORT XLVIII TO ALL MEMBERS OF THE INTERNATIONAL **BROTHERHOOD OF TEAMSTERS**

FROM: Independent Review Board

Grant Crandall Frederick B. Lacey William H. Webster

DATED: November 15, 1999

### I. INTRODUCTION

This is the Independent Review Board's ("IRB") Fortyeighth Report to you on its activities conducted pursuant to the Consent Order. In this Report, we will discuss matters that have recently come before us, including five new Investigative Reports and the status of pending charges about which we have previously informed you. The progress of these pending charges will be provided in future reports.

### II. NEW INVESTIGATIVE REPORTS

## A. JOSEPH A. PADELLARO

On October 26, 1999, the IRB issued an Investigative Report to General President James Hoffa concerning former International Trustee Joseph A. Padellaro. The Investigative Report recommended that he be charged with embezzling over \$12,000 from the Locals and Joint Councils he was overseeing, breaching his fiduciary duty to the members and bringing reproach upon the IBT. On November 15, 1999, Mr. Hoffa notified the IRB that he adopted and filed the charges referred to him by the IRB and that an Article XIX panel will be appointed to hear the proposed charges against Padellaro.

# B. STEVEN BARNES - Local 456, Elmsford, New York

On October 26, 1999, the IRB issued an Investigative Report to the Executive Board of Local 456 concerning member Steven Barnes. The Investigative Report recommended that he be charged with maintaining a sham membership in the IBT while he was an employer ineligible for membership. His company had no collective bargaining agreement with the Local and the Local was not intended to be his exclusive bargaining representative with the power to execute agreements covering the terms of his employment. On November 1, 1999, Local President Bernard Doyle notified the IRB that the Executive Board believed no additional action was warranted given Barnes' resignation from the IBT. On November 15, 1999, the IRB notified Mr. Doyle that resignation from the union in and of itself does not discontinue the disciplinary process and he must notify the IRB of the action taken as required under the Consent Order.

# C. KEVIN WATTS AND JAMES BERNARDONE -Local 531, Yonkers, New York

On October 22, 1999, the IRB issued an Investigative Report to Vic Fiorillo, Trustee of Local 531, concerning President Kevin Watts and Secretary-Treasurer James Bernardone. The Investigative Report recommended that Watts be charged with testifying falsely about the use of Local 531 vehicles during the six-year period in which Bernardone did not have a valid driver's license. The Investigative Report recommended that Bernardone be charged with testifying falsely as Watts did and, in addition, with entering into at least four sham collective bargaining agreements with employers or their spouses who were ineligible for membership in the union.

On November 2, 1999, Trustee Fiorillo through counsel to the Local requested a delay in filing the charges until the ongoing audit and investigation relating to additional improper practices has been completed. On November 15, 1999, the IRB notified counsel to the Local that Trustee Fiorillo should file the IRB recommended charges, hold a hearing on such charges, and issue a final written decision to the IRB in a timely manner.

# D. HAROLD BRANCHE - Local 771, Lancaster, Pennsylvania

On October 26, 1999, the IRB issued an Investigative Report to the Local 771 Executive Board concerning member Harold Branche. The Investigative Report recommended that he be charged with bringing reproach upon the IBT, embezzling money from Local 771 and violating his fiduciary responsibility to the members by causing payments to be made to himself and another member without approval and disclosure to the Local's Executive Board and members. As a result, he personally received a payment of at least \$2,089.15 to which he was not entitled and consented to the payment of \$2,284.24 to another member. The Local 771 Executive Board was given sixty days within which to hold a hearing and to forward a final written report to the IRB.

# E. SEYMOUR, MARK, ELISE AND JEFFREY HITTNER - Local 917, New York, New York

On October 26, 1999, the IRB issued an Investigative Report to the Executive Board of Local 917 concerning Seymour, Mark, Elise and Jeffrey Hittner. The Investigative Report recommended that Seymour Hittner be charged with maintaining a sham membership while being an employer ineligible for membership in the union. Mark, Elise and Jeffrey Hittner allegedly were maintaining membership in the union while being part-time employees ineligible for membership in the union under their contract and not governed by a collective bargaining agreement. The Executive Board was given sixty days within which to hold a hearing and to forward a final written report to the IRB.

### III. STATUS OF PREVIOUS IRB CHARGES

A. J. D. POTTER - Local 19, Grapevine, Texas

In past issues of the *Teamster* magazine, we informed you that Local 19 President J. D. Potter allegedly testified falsely about the source of a contribution made to Mr. Hoffa, and also testified falsely to the Election Officer. On December 21, 1998, Acting General President Sever filed the charge. The IBT referred the charge to Joint Council 80 which held a hearing on August 24, 1999. On November 2, 1999, General President Hoffa issued his decision that the charges are dismissed. His decision is under review by the IRB.

# B. WILLIAM F. ANDERSON, JR. - Local 107, Philadelphia, Pennsylvania

In past issues of the *Teamster* magazine, we informed you that Local 107 member William F. Anderson, Jr., allegedly brought reproach upon the IBT by assaulting a fellow member of the IBT at the conclusion of a Local 107 membership meeting. Trustee Frank Gillen filed the charge against Anderson. On June 30, 1999, the IBT appointed an Article XIX hearing panel and a hearing was held July 21, 1999. The panel suspended the hearing believing that Anderson was facing criminal or civil trial on the same set of facts as the IRB charge. When no evidence of a trial was presented, General President Hoffa scheduled a hearing for November 19, 1999.

# C. CHESTER D. CZERNEL - Local 337, Detroit, Michigan

In past issues of the *Teamster* magazine, we informed you that Local 337 member Chester D. Czernel allegedly brought reproach upon the IBT by refusing to appear for his sworn in-person examination. On July 23, 1999, Local 337 President Brennan notified the IRB that charges were filed. A hearing was held on August 6, 1999. On November 15, 1999, the IRB notified Mr. Brennan that it has concluded this matter has not been pursued in a responsible and timely manner as required under the Consent Order and if not remedied within ten days the IRB will hold a *de novo* hearing.

# D. ROBERT F. HOLMES AND THOMAS WERTH-MANN - Local 337, Detroit, Michigan

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In past issues of the *Teamster* magazine, we informed you that Local 337 Vice President and Business Agent Robert F. Holmes allegedly brought reproach upon the IBT by entering into sham collective bargaining agreements with employers in order to permit the mother and husband of one employer and the owner of another company to fraudulently obtain membership in Local 337. We informed you further that former member Thomas Werthmann allegedly brought reproach upon the IBT, while he was an employer and in collusion with Business Agent Robert F. Holmes, by entering into a sham collective bargaining agreement to fraudulently obtain membership in Local 337. On July 23, 1999, Local 337 President Brennan notified the IRB that charges were filed. A hearing was held on August 6, 1999. On November 15, 1999, the IRB notified Mr. Brennan that it has concluded this matter has not been pursued in a responsible and timely manner as required under the Consent Order and if not remedied within ten days the IRB will hold a de novo hearing.

# E. JERRY MORRISON - Local 377, Youngstown, Ohio

In past issues of the Teamster magazine, we informed you that former Local 377 Recording Secretary and business agent Jerry Morrison allegedly engaged in deceptive and dishonest conduct and brought reproach upon the IBT by entering into a sham collective bargaining agreement without a contract ratification meeting. In addition, the agreement was designed to benefit the company and not the employees. Local 377 filed the charges and the Executive Board held a hearing on June 22, 1999. On November 2, 1999, the Local 377 Executive Board clarified its August 11, 1999 decision, which permanently barred Morrison from membership in the IBT, by adding that Morrison is barred from holding any position with Local 377 and any IBT affiliate, including any IBT-affiliated benefit fund, and permanently barred from employment, consulting or other work with the IBT or any IBTaffiliated entity. He is also prohibited from receiving any money or compensation from Local 377 and any IBTaffiliated entity. The IRB has the matter under review.

# F. DAVID KEATON - Local 600 and International Representative, St. Louis, Missouri

In past issues of the *Teamster* magazine, we informed you that David Keaton, a member of Local 600 and an IBT International Representative, allegedly brought reproach upon the IBT and embezzled approximately \$2,403 from the IBT when he did not perform any work for the IBT on November 1, November 4 to 8 and November 12 to 15, 1996; he did not request any leave

time for those days; and the IBT paid him for work on those dates. His IBT leave time was not reduced for any leave taken during those dates.

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On December 11, 1998, Acting General President Sever filed the charge against Keaton. On June 4, 1999, the IBT referred the charges to Joint Council 13 which held a hearing on June 9, 1999. On October 21, 1999, General President Hoffa's decision was that Keaton stand suspended from membership for one year from the date of this decision and refund to the IBT \$2,403, reflecting ten days pay for which he received vacation cash at the time of his termination. Subsequently, Keaton inquired about the procedure for appealing the decision and was given until November 29, 1999, to make a written submission to the IRB on his objections to Mr. Hoffa's findings.

# G.JOHN A. COMPONO - Local 813, New York, New York

In the November issue of the *Teamster* magazine, we informed you that Local 813 former member John A. Compono allegedly brought reproach upon the IBT by knowingly associating with Vito Guzzo, an associate of the Colombo LCN Family, and by forging a name on a credit invoice for which he was convicted of a felony. On November 1, 1999, the IRB notified Compone that because of his proven association with Guzzo, including participation in criminal activity with him, it declined to grant his application for reinstatement to membership in the IBT.

# H.THOMAS R. O'DONNELL - Local 817, Lake Success, New York

In past issues of the Teamster magazine, we informed you that Local 817 President Thomas R. O'Donnell was charged with bringing reproach upon the IBT by allegedly intentionally filing reports with the Election Officer which omitted payments to Kevin Currie for his services as campaign coordinator. The reports filed with the Election Officer stated that expenditures were made by the O'Donnell Campaign to Mary Ann Currie, described the expenditures as salary payments for the campaign coordinator, and failed to disclose that those payments were for the services of her husband, Kevin Currie. On December 11, 1998, Acting General President Sever advised the IRB that the charge had been filed. The IBT referred the charge to Joint Council 16 which held a hearing on May 20, 1999. General Secretary-Treasurer Keegel issued his decision on November 1, 1999, which directed O'Donnell to remit a fine of \$6,500, an amount approximately equal to one month's salary as International Vice President, as a penalty for this violation, to be paid directly and personally. The IRB has the matter under review.

# I. VINCENT FATTIZZI (FORMER RECORDING SECRETARY), VINCENT FATTIZZI, AND DINA FATTIZZI - Local 851, Valley Stream, New

In past issues of the *Teamster* magazine, we informed you that former Local 851 Recording Secretary and member Vincent Fattizzi, former member Vincent Fattizzi and member Dina Fattizzi allegedly brought reproach upon the IBT by knowingly associating with Anthony Razza after Razza was permanently barred from the IBT and all IBT positions and enjoined from participating in union affairs. Mr. Hoffa filed the charges against each Fattizzi and he then referred the charges back to the IRB for a hearing. The IRB scheduled a hearing for November 15, 1999; however, former Recording Secretary Vincent Fattizzi and former member Vincent Fattizzi submitted agreements to the IRB wherein each is permanently barred from the IBT. The scheduled hearing for Dina Fattizzi has been postponed.

# J. EDWARD J. MIRELES AND PAUL J. ROA -Local 952, Orange, California

In past issues of the Teamster magazine, we reported that Local 952 Secretary-Treasurer Edward J. Mireles and Business Agent Paul J. Roa allegedly required business agents to fail to make a month's dues payment in a timely manner, thereby making them ineligible to run for office in a Local Union officer election. The Report alleged that Mireles testified falsely concerning the Local's practice of requiring a business agent to miss a monthly dues payment and in encouraging the Local officers and employees to lie to the IRB. As to Roa, the Report alleged that he brought reproach upon the IBT by requiring business agents to fail to make a month's dues payment in a timely manner, thereby making them ineligible to run for office in a Local Union officer election.

Charges were filed against Mireles and Roa, and hearings by a panel appointed by Acting General President Sever were completed on May 13, 1999. A decision by the General President on Roa found him not guilty of the charge. A decision by the General Executive Board on Mireles found him guilty and imposed a sanction that Mireles be removed from office and suspended from membership in the IBT for three years. Counsel for Mireles appealed to the IRB the General Executive Board's decision. By letters of November 1, 1999, the IRB notified Mr. Hoffa on Roa and the General Executive Board on Mireles that their decisions were inadequate. On November 8, 1999, Mr. Hoffa on Roa and Mr. Keegel for the General Executive Board on Mireles notified the IRB that their decisions stand as previously stated. The IRB has the matter under review.

JANUARY/FEBRUARY 2000 29

### IV. TOLL-FREE HOTLINE

Since our last report to you, the hotline has received about 105 calls reporting alleged improprieties. As in the past, all calls which appeared to fall within IRB jurisdiction were referred for investigation. Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

Continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (1-800-225-5472). If you are calling from within Washington, D.C., dial 434-8085. The IRB facsimile number is 202-434-8084.

### V. CONCLUSION

As always, our task is to insure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities. If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline noted above or you may write to either the IRB Chief Investigator or the IRB office:

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Charles M. Carberry, Chief Investigator 17 Battery Place, Suite 331 New York, NY 10004

Independent Review Board 444 North Capitol Street, NW Suite 528 Washington, DC 20001

# NO LONGER Local 115 Placed Into Trusteeship JEOPARDY



eamsters Local 115, based in Philadelphia, Pennsylvania, was placed into emergency trusteeship following an extensive investigation by the International union.

The Notice of Trusteeship cited more than 16 reasons including: intimidation and assault of members; weapons purchases; member surveillance; failure to enforce collective bargaining agreements; and operation of the Local for personal benefit by the principal officer, John P. Morris, and his family.

"The leadership of Local 115 has placed the membership in jeopardy," said James P. Hoffa, Teamsters General President. "My office has received

numerous complaints that have been verified by investigation and raise extremely serious questions about the operation of the local union."

### **Startling Revelations**

Local 115 officials reportedly used union resources to create a climate of fear and intimidation among members, including the assault of at least three members.

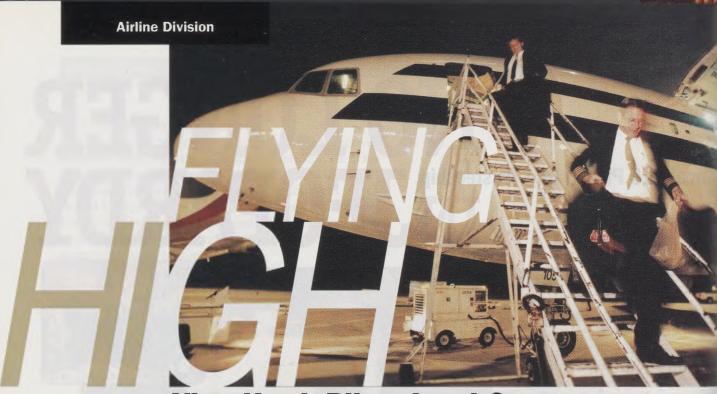
Of the numerous abuses cited in the notice, the most startling was the revelation that member dues monies was used to purchase two shotguns, 20 stun guns, a supply of pepper spray, and eight tractor-trailers full of paramilitary gear.

### **Colluding With Employers**

In further violation of the Teamsters Constitution, Morris worked handin-hand with employers to terminate and suspend members. Moreover, Morris used members to complete work on his and family members homes and vehicles while on company time.

"My administration intends to ensure the members of this local union are protected and that their interests are represented," Hoffa said. "These are very serious issues that must be addressed."

Hoffa named Edward Keyser, Secretary-Treasurer of Local 500 in Philadelphia, to serve as Trustee.



# **Kitty Hawk Pilots Land Contract**

lying around the globe carrying cargo ranging from fresh fish to heavy machinery, the 350 Teamster pilots and flight engineers of Kitty Hawk International Airlines take great pride in their work.

It took two years of hard bargaining with two sets of owners, but the pilots and engineers feel they now have a contract that makes them proud and improves life for their families.

"We have gone from near the bottom in pay and benefits to near the top in the industry," said Capt. Bob Vetter, pilot

and chief negotiator. "It wasn't an easy process but we were able to win some major improvements for our members."

During negotiations the company was sold and the Teamster bargaining committee had to restart talks with new management.

However, the new talks produced gains for the Kitty Hawk Teamsters.

"This agreement is a major improvement over the previous contract," said bargaining committee member Capt. Bryant Beebe, who has been flying for Kitty Hawk since 1993. "Our focus is now implementing the gains."

The new four-year agreement covering the members of Teamster Local 747, in Indianapolis, Ind., includes an immediate 26 percent pay increase, a total 45 percent pay increase, job security language, increases in sick leave,

increases in domestic and international per diem expenses, improvements in health and welfare coverage and better seniority language.

The members ratified the new contract by a margin of 2-to-1.



president of the most powerful nation on earth, traveled to New York City to meet with President Hoffa.

As a Teamster that began with Dan Tobin in 1946, I am a personal testament to the great leaps that occurred under James R. Hoffa. The truck driver was no longer a guy with a strong back and a weak mind. He was king of the road. Pensions, healthcare, superior wages with paid time off. It all happened because of one guy with balls of iron who loved the members he represented.

I raised a son and a daughter and educated them through college while living a middle-class life in the suburbs only because of the National Master Freight Agreement.

Thank God that his son has been given the opportunity to carry on his work.

Pat Ryan Local Union 317 Syracuse, New York

# On the Road to Democracy

I had worked as a Teamster with Local 115 in Philadelphia. I had to leave a few years ago due to a problem I had with another employee.

My problem could not be solved due to the unjust way the John Morris chose to run my shop.

Through hard work and much determination I have once again landed on my feet. No thanks to the Goon Squad at Local 115.

So needless to say I am somewhat happy that the almighty Local 115 has fallen. Hopefully with the International taking it over a lot of hard working people will be allowed to know what their actual rights are.

Doris Ryder Local Union 115 Bensalem, Pennsylvania

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# **Enforce Your Contract**

The rights and provisions of the current UPS contract were not won overnight. We are forever in debt to

our Teamster predecessors that fought long and hard for all it contains.

In the October issue of the Teamster, a 13-year driver cited numerous problems at UPS. Three of his "problems" are actually contract violations. There is specific language concerning excessive overtime, supervisors working and harassment.

I encourage all Teamsters to know the provisions set forth in the contract and use the grievance procedure to force UPS to adhere to what they agreed to.

We owe it to those that fought before us and to those that will continue the fight.

> Kyle Sturz Local Union 344 Eau Claire, Wisconsin

### **Air Canada Contract**

Many thanks to the Teamsters Negotiating Committee on the new contract we have at Air Canada. It was the best contract negotiated by the Teamsters since I have been at Air Canada.

Phil Czochanski Local Union 210 Newark, New Jersey

# When in Rome

Whether it's a Volkswagen Beetle or a truck carrying 80,000 gallons pure liquid butane, I feel once a vehicle crosses the border into another country, either one of two things should happen:

1) The vehicle should comply with any given rule that the new country has in the books for that purpose or use.

2) If the given vehicle cannot comply with the regulations of said country, the contracted carrier should give the transfer to a company that can comply with the local and federal laws for that delivery.

Robert Wieme Local Union 10 Pompton Plains, New Jersey

### **Go To The Dentist**

Maybe all Teamsters should take their copies of the *Teamster* magazine and

after reading it take it to their doctors and dentists waiting rooms and leave it there for the general public to see. That way a lot of the people will get a little idea of what the Teamsters are all about and what we are fighting for.

With Overnite and NAFTA, this would be a good way for the public to learn what the Teamsters are: family men and women, churchgoers, PTA members, etc. Our image has been tainted for many years, and this might be a good and cheap way to educate the public about what we do. I am sure if the public knew more about the unscrupulous ways of Overnite they might be more inclined to sympathize with us.

John Polozzo Local Union 50 Belleville, Illinois Via email

# **Presidential Endorsement**

I am writing to you to applaud the decision of the IBT to not endorse any candidate for the Presidency of the United States. For too many years the Teamsters have been taken for granted by the Democratic Party.

It is now time that we take a stand and not be taken for granted by anyone.

We have to hold off until we can get candidates that will not only look out for Teamsters issues but labor issues for all working people in this country. If we are the only ones that have the fortitude to take this stand, so be it.

There are trade issues coming up that we must explore with all the candidates that choose to run for office, so we can make an educated decision as to who will support the issues that are important to us. These candidates include all parties and any independents that may choose to run.

We are finally being listened to like we should be, and we should never go backwards again.

Mike Chilcoat Local Union 776 Harrisburg, Pennsylvania

# 1999-2000

**Teamsters** 

**International Brotherhood of Teamsters** 



# Scholarships

FOR HIGH SCHOOL SENIORS WHO ARE CHILDREN OF TEAMSTER MEMBERS

MAIL THE COUPON BELOW TO:

Teamster Scholarships, 25 Louisiana Avenue, NW Washington, DC 20001

3

(Clip and mail entire coupon)

### **International Brotherhood of Teamsters**

Scholarship Fund I have read the eligibility requirements and would like to apply for a scholarship. After receiving my application, I will complete it and mail it to my Teamster parent's local union.

Please print clearly.

Name:
Address:

sons and daughters or grandchildren of Teamster members can apply for 25 scholarships awarded by the International Union to help pay for college. Ten four-year, \$6,000 scholarships and 15 one-time \$1,000 scholarships will be awarded.

The competition is open to children or grandchildren of active, retired, disabled, deceased, or recently laid-off Teamster members. Dependents of union officers or employees may not apply.

Students must be high school seniors in the top 15 percent of

their class. Awards are based on academic achievement, SAT/ACT scores, character, potential and financial need.

Completed applications must be submitted to your local union office for membership verification. Local unions must forward completed applications to the Scholarship Fund by March 31, 2000. We recommend sending your completed application to your local union two weeks prior to the application deadline.

Pickup an application from your local union or complete and return the coupon below.

MARCH 200



# ON THE PROPERTY OF THE PARTY OF

ON STRIKE Overnite

**OVERNITE TEAMSTERS AT KING MEMORIAL:** 

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# ON THE ROAD TO

## ead on son, you can run, but you can't hide."

Jerry Wilson smiles. He and Overnite colleague John Culberson have a target in their sights for another day of ambulatory picketing. The driver they follow through the early morning Georgia fog thinks he's given them the slip at a red light. But Culberson and Wilson know the roads out of the Moorland Avenue depot better than the inexperienced driver they're trailing.

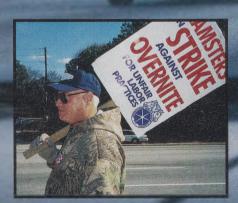
"Look at that truck bounce," Culberson says. "He can't be carrying much at all."

"And he doesn't look like he can

drive any better than that joker who tipped the truck over last week," agrees Wilson.

For weeks now, the friends have laughed as they've been led down country roads by half-empty trucks. The telltale bouncing tells them Overnite is lying when it says the strike is having a minimal effect. The trucks they drove before the strike left the gates full and heavy, not like the big semi they're now trying to keep in front of them as it skitters down the highway.

They are not at all surprised that one such "bouncer" wound up on its side last week, especially since the scabs Overnite is hiring lack experience. The turn onto the highway down the road from the Moorland Avenue gate was destined to roll at least one floundering rookie driver.







# USTICE

#### Pickets Up and Running 24-7

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Atlanta's Local 728 operates a picket line at Moorland Avenue, a central distribution point for Overnite's southeastern operations, 24 hours a day, seven days a week. This is where Culberson and Wilson start their day. Fortified by donations of firewood and barbeque, and supporting themselves with Teamster strike benefits and what part-time work they can pick up, the men and women at Moorland Avenue are in this strike for the long haul.

The IBT is betting that they can hold out longer than Overnite can.

"Overnite is wasting a million dollars a week trying to outlast us," said James P. Hoffa, Teamsters General President. "It's bad business, not to mention we have justice on our side, which will sustain us a heck of a lot longer than greed will sustain them."

#### **Not Going Back In**

With more than 30 year's service, Jimmy Kersey is number one on the facility's seniority list.

"The company has called me a couple times to try to get me to come back in," said Kersey. "I think they figure some of the younger guys would follow me. But I keep telling them I didn't come out here just to go back in without a contract."

Shop steward Culberson and Local 728 President Wayman Stroud both point to Kersey as a key recruit in this job action.

"I've never gotten involved with the union before this strike," Kersey said. "But heck, we're all just fed up. There's no job security, no retirement to speak of, and every six months they bring in a new manager who changes all the rules."







"Everyone who's retired in the past year has had to come bade in as a part-timer or find some other kind of work. You can live on what Overnite gives you

#### **Rolling Through Georgia**

Out on the road, Culberson and Wilson follow their quarry. Before the day ends they will put more than 200 miles on the odometer. Their first stop is at a mom-and-pop printing shop in Athens, Georgia.

"Get the hell off my property," shouts the proprietor. "I'm calling the cops."

The picketers maintain their composure and offer the angry man a flyer explaining how ambulatory picketing works. It states that they are picketing the delivery truck, not his business, and that they will leave as soon as the truck does. They set up on the public right-of-way and commence marching an impromptu picket line.

In due course, the local sheriff and a couple of deputies arrive. Athens is a college town, and the police have obviously seen their fair share of unruly demonstrations. This is a piece of cake, by comparison. They assess the situation, calm the boss down, and visit with the picketers. A potentially nasty scene is averted. When the Overnite driver looks ready to leave, the pickets come down and the picketers jump back in their car.

"That was a good stop," says Culberson as he slides into traffic behind Overnite's scab driver.

"Yeah, and those cops were real nice," says Wilson.

#### **Retirees Struggle**

While Culberson and Wilson snag burgers on the run, the men at Moorland Avenue are enjoying soup and nut-cake brought by picket line stalwart David Gulliland and his wife Janis. Talk turns to one of the key issues in the strike, Overnite's paltry retirement plan.

"Every single man who's retired in the past year has had to come back in as a part-timer or find some other kind of work. You can't live on what Overnite gives you," says one of the men, who asks that his name not be used.

#### **A Surprising Welcome**

Past cows and chickens and through the hills of red clay they drive. Wilson and Culberson follow the trucker they've come to think of as their backcountry tour guide. The next stop is at Wellington Leisure, a supplier of water sport equipment. Things here look a little dicey.

Wellington's warehouse is at the end of a long access road, and it's not at all clear whether the road is public or private. Unsure of where to park, Wilson and Culberson are uneasy at the prospect of picketing in a rural Georgia county they do not know well, on property they're not sure is public. But they have work to do.

Culberson leaves Wilson behind, being careful to first point the car back toward the highway a mile back. He walks into the warehouse to find the manager's office, hoping to deliver his flyer and find out where he can legally park and picket.

Through the window of the man-

#### Overnite Strike Background

vernite employees first voted for Teamster representation more than five years ago. Since then, Overnite has employed every dirty trick in the book to avoid good faith bargaining and thwart union representation. More than 1,000 charges have been filed against Overnite at the National Labor Relations Board (NLRB) and the company's war against its employees is costing them as much as \$1 million a week.

In October 1999, Overnite workers in Memphis went out on an "unfair labor practices" strike after a former manager provided federal investigators with sworn testimony revealing the existence of a secret company plan for systematic, company-wide violations of federal labor law. The plan included "hit lists" that targeted Teamster supporters for unlawful withholding of pay raises, harassment, intimidation, surveillance and firing.

Since then, Teamster members at more than 126 Overnite terminals have joined the strike. They are perfecting the novel, and remarkably effective, tactic of ambulatory picketing.

ager's office, Wilson can see his partner talking with a woman. He is relieved to see them both smiling as the woman gestures toward the car. Culberson walks out, but is then called back. He finally returns, wearing a broad grin.

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"I've been doing this for months now," he said. "And I have never been treated that nice."

Not only had the woman in the office pointed out exactly where they could park and picket, she had also called Culberson back to extend genuine southern hospitality.

"She said we must have been on the road a while and asked if we needed to use the rest room. They're right through that door," he reports to his stunned friend.

On the road back to Atlanta, the men marvel at the contrast between the two sites they have picketed this day. And they start to compose a thank you note for the lady at Wellington Leisure

## BED, BATH AND BEYOND OVERNITE

Teamsters Step Up Strike Campaign
The Teamster campaign against
Overnite's greed includes a consumer
boycott of Bed, Bath and Beyond,
one of the truckline's biggest customers. Here General President
James P. Hoffa takes the Teamster
message to the street in front of a
Bed, Bath and Beyond in New York
City.

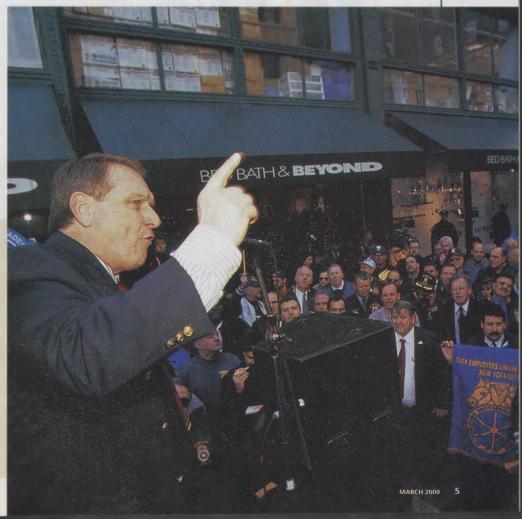
#### **Community Support**

- The community has come out to support Atlanta's Overnite strikers, in big ways and small:
- At least a dozen times an hour, trucks and cars driving by the Moorland Avenue picketers honk horns and shout encouragement as they pass. Even a funeral procession interrupted its solemn task to join the noisy salute.
- On December 21, 1999, Concerned Black Clergy of Atlanta helped lead a group of more than 200 supporters to the Moorland Avenue picket lines.

"As we approach the Christmas holiday," said the Rev. James Orange, "we must look toward the teachings of God and remember what He taught us of the treatment of workers."

After reading Scripture to the crowd, a delegation of religious leaders delivered a bible to Overnite's terminal manager and asked that he join them in prayer.

■ Firewood to keep picketers warm on the long Georgia nights has come to the line in pick-ups, car trunks, and, once, in the little red wagon of a picketer's granddaughter.



# International Moves Quickly to Put Local 115 Members Back to Work

harlie Argeros wondered what it was going to be like to have Christmas without a job. For 16 years he was a member of Philadelphia's Local 115. He made a good living as a machine operator.

Just weeks before Thanksgiving, Argeros and 13 other co-workers were dismissed from their positions at Kurz-Hastings, a foil stamping operation. Goodbye union wages. Goodbye pension. Hello uncertainty.

"The bottom line was I saw Thanksgiving coming, and I didn't have anything to be thankful about," Argeros said. "I didn't know what to FO HEROS PA

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do. My local set me up, and I had nowhere to turn."

Argeros and his coworkers were dismissed as a part of a firing spree instigated by then Local 115 leader John P. Morris. Morris accused the employees of being "disloyal" to him for speaking with so-called "enemies" and for the members' decision to honor a Carpenters' picket line despite Morris' demands that they cross the line.

In the immediate weeks after his dismissal, Argeros and his fellow workers repeatedly called the Local 115 hall: no answer. They stopped by: No one available.

"They were leaving us out in the cold," he said. So Argeros turned to the International.

The firings and the union's lack of response were among Morris' erratic and irresponsible acts that led the Hoffa administration to place Local 115 in trusteeship November 15.



"It was a mess when we went in there between the guns and the military equipment. But what was critical was getting these guys back to work," said Kevin Moore, one of the International Representatives who handled the Kurz-Hastings case.

Once inside Local 115, the International Representatives went to work. They conducted an in-depth investigation by meeting with members. Once they compiled enough information

they went directly to the company.

The workers were reinstated with full back pay just 14 days later.

"It ended up that we didn't lose a dime, because of the International guys and [Trustee] Ed Keyser. The International and the trustee cared about the rank and file, without them we would have been looking through the classifieds," said Pat Stasen, a Kurz-Hastings employee. "I know for a fact that we would still be out of work if Johnny and his crew were still in there"

"We didn't lose a dime. because of the International guvs and [Trustee] Ed **Keyser. The International** and the trustee cared about the rank and file, without them we would have been looking through the classifieds."

- PAT STASEN, REINSTATED **KURZ-HASTING WORKER** 

### **Uncovering the Truth**

**Local 115 Trusteeship Hearing Underway** 

t Teamster press time, Local 500 Secretary-Treasurer and temporary Local 115 Trustee Ed Keyser was presenting his case in favor of the International's trusteeship of Philadelphia's Local 115.

The hearing was being held at the Teamsters Local 676 hall in Collingswood, New Jersey. Outside the hall, more than 100 law enforcement officers were on hand to ensure that the hearing proceeded without violence instigated by Morris supporters.

Inside the hall, Keyser was methodically outlining how Morris improperly used union funds, purchased weapons and military paraphernalia with dues money and fostered a climate of fear and intimidation in the local. At times, Keyser has struggled to present his case because of Morris and his supporters' repeated interruptions.

"Morris is deliberately disrupting the hearing, because he doesn't want the members to know the depth of his mismanagement," Keyser said. "He spent years misusing member dues and now he doesn't want to be held accountable for his actions. He's been running a cult, not a union."

At one point the chair of the hearing instructed Morris that any additional outbursts could result in his removal from the hall.

The International placed Local 115 in trusteeship after repeated requests from the local's officers and members. It cited a pattern of abuse of member rights and a failure to protect union finances. The notice detailed examples of abuse including: intimidation and assault of members, the stockpiling of weapons and military paraphernalia, surveillance of members, failure to enforce collective bargaining agreements and Morris' operation of Local 115 for his personal benefit.

Chaired by Local 926's Charles Byrnes of Pittsburgh, the hearing panel included Denis Taylor of Baltimore's Local 355 and Ron McClain of Des Moines, Iowa's Local 147, Following the conclusion of testimony, the panel will forward its recommendation to General President James P. Hoffa. A full report of the hearing will appear in the next edition of the Teamster once the hearings conclude.



Philadelphia Inquirer



# A TRAINING PIPELINE

NATIONAL TRAINING PROGRAM IN DETROIT

iger Stadium is being demolished and relegated to baseball's past. But for two weeks in December, the stadium parking lot offered a glimpse of the Teamster future.

For those two weeks, the ballpark played host to the Teamster National Training Program's pipeline skills certification course. Teamsters earned 59 certifications by graduation day. They can now drive stringer trucks, winch trucks, and crew buses, and operate two kinds of forklifts.

Detroit-area members will need

"We need more training like this one so we can place our members in the good paying Teamster jobs that are available in this country."

— TEAMSTER GENERAL PRESIDENT JAMES P. HOFFA

this specialized training to compete for the jobs that the Vector pipeline will generate during the next construction season. Vector is a new 344mile, 42-inch pipeline that will transport natural gas from Illinois to Ontario. These Teamsters aim to drive the trucks, buses, and forklifts that service it.

Teamster General President James P. Hoffa spoke at their graduation ceremony. He told the assembled members that he was proud of them for recognizing the need to upgrade their skills and for investing the time and energy to do it.

"The only way we will grow this union is through organizing and training our members," Hoffa said. "We need more training like this one so we can place our members in the good paying Teamster jobs that are available in this country."

#### **Utility Infielder**

Bill McBride, of Detroit Local 247, has worked on pipeline jobs before, moving skids and hauling sealant. But he didn't have the special skills needed to drive the stringer trucks that carry 80-foot joints of pipe on a self-steering trailer, nor was he certified to drive a crew bus, nor operate articulating or telescopic forklifts. After six days of training, he can do all these things, and he holds the certificates that prove it.

"Driving a stringer truck on a pipeline job doesn't pay much more than the trucks I was already driving, but that's not the point," said McBride. "The point is to have a lot of different pipeline-related skills. The companies seem to hire and hang onto guys who can do a lot of different things. Training at the ballpark, I got to thinking of myself as a utility infielder."

#### **Skills and Resources**

Teamster National Training Director Mark Johnson confirms McBride's point about the critical need for acquiring new skills.

"Without skills training, we will lose the jobs that have traditionally belonged to Teamsters," said Johnson. "Detroit is the third time we've done this kind of training and each has been more successful than the last. We helped Teamsters qualify for good pipeline jobs in New England in 1998.

Earlier in '99 we equipped people for work on the huge Alliance pipeline project, with trainings in Iowa, Minnesota, and Illinois."

"The only limits on our ability to do this important work are monetary, and believe me I'm looking for funding everywhere. Governments, foundations, collective bargaining agreements, you name it," said Johnson. "President Hoffa and the Teamster executive board have been enormously supportive, as have the Joint Councils and Locals where we've worked."

#### **Superior Instructors**

McBride and classmate Jeannette Downey praise their instructors.

"I was really impressed with the instructors," says McBride. "They stressed safety and professionalism, which makes a lot of sense to me. They also did a great job of keeping things upbeat and moving along. Everyone was there because they were motivated to get new skills, but still, your mind can wander if your teacher doesn't keep your attention. These guys definitely did."

Downey agrees and credits the structure of Johnson's training program.

"The classes were small enough that we could get personalized attention and a lot of hands-on time with the equipment," Downey said. "My experience was first-rate, from start to finish."



#### Welcomed Like a Brother

graduate of the Tiger Stadium training. Currently a Teamster driver in the receiving department of an auto parts company, Downey has her sights set on a job at the Vector pipeline once it reaches Detroit.

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"I've already had three job leads since completing my training," Downey said. "The fellow who did my Crew Bus Certification test surprised me by offering a referral to a school bus position he knew of. That's not the job for me, but it's great to know that the job skills I learned could have such an immediate payoff."

Asked if she could ever have imagined herself driving buses around Tiger Stadium, Downey chuckles.

"I never imagined myself driving one of those monster forklifts either, and now I've been certified on those too," says Downey.

Downey heard about the Tiger Sta-

dium training opportunity when she arrived early one night for a Local 247 Community Council meeting. She was interested, but had some apprehensions when she realized she was the only woman signing up.

"My concerns evaporated as soon as I got to the stadium," she says. "All of my classmates were just great, they treated me exactly the same as anyone else. They welcomed me just like a brother."

# Florida Mail Drivers Haul In Election

AT SALMON AND SONS' DRIVERS ARE FED UP WITH ROUTE ASSIGNMENTS THAT GUARANTEE UNPAID LAYOVERS IN COMPANY BUNKHOUSES. THEY ARE SICK OF TWO-WEEK LAYOFFS FOR ACCIDENTS THAT POLICE AND INSURERS SAY WERE THE OTHER GUY'S FAULT. THEY ARE TIRED OF BEING TREATED LIKE CHILDREN IN NEED OF DISCIPLINE. THEY WANT MORE RESPECT, SURER RAISES, CREDIT FOR SENIORITY AND JOB SECURITY.

They want what being Teamsters can get them. That's why an overwhelming majority of the 350 drivers voted to join Teamsters Locals 79, 385, 769 and 512.

"This company acts like you should just be happy you've got a job," said David Koch, a Jacksonville, Fla-based driver. "It's a government contract, so they get the best drivers. No accidents, no points. But once they get us, they kick us around like dogs. Ten-hour layovers aren't the worst of it. I know a guy who was stuck a whole weekend before he could get a paying run back home. It's a screwed up mess."

Pat Salmon and Sons Trucking holds contracts with the U.S. Postal Service all over the country. They are virulently anti-union. So when Dennis Everett, of Jacksonville Local 512, and Bob Maldunas, of Tampa Local 79, started talking up an effort to organize Salmon drivers in "right-to-work" Florida colleagues from other areas could barely stifle their laughter.

"People tell me I'm just wasting my time, but I don't listen," said Maldunas.

"It's really important to organize down here. For one thing, these drivers needed a union. And for another, workers in other hostile places need to see that organizing is not impossible," said Ken Wood, International Vice President.

#### **Listening to the Drivers**

All over Florida, Salmon drivers told stories similar to Koch's. Ask why they voted to organize and you hear



"This company acts like you should just be happy you've got a job. It's a government contract, so they get the best drivers. No accidents, no points. But once they get us, they kick us around like dogs." —David Koch, Jacksonville, Fla-based driver

the frustration come pouring out

"We need the union so that our issues and opinions get some attention," said Neil Petrocci, who hauls mail in the Sarasota/Manatee area "There are plenty of situations where standing together, we can make management listen to reason, where we couldn't one-on-one. Up until now raises have been arbitrary. When routes become available, they've been handed out on some dispatcher's say so. What the heck's wrong with a working man knowing what he's going to make next year? Why shouldn't seniority come into play when routes open up? If you ask me, a union contract's going to help the company, not hurt it. It'll make the company more attractive to good drivers who want to come in off the long-haul jobs."

#### The Campaign Season

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The campaign evolved by word of mouth

"First a few guys came to us asking for cards. Then a few more We started getting phone calls asking us to mail out more," Everett said. "Organizers stood at a corner about a mile from Salmon's dispatch office and got a bunch of signatures that way."

Organizers soon had enough cards to call for an election

But the company was determined to make an election as difficult as possible. Since drivers work out of depots all over the state, with the largest concentration of drivers in Tampa and Jacksonville the balloting took place in two ways. Drivers working out of Tampa or Jacksonville voted on site, the rest of the drivers voted by mail.

Here's where Salmon's advisors from Arkansas' notorious union busting Rose law firm thought they had an opportunity to depress rural voting Many drivers who are technically assigned to the Tampa job site, haul between smaller rural depots, bulk mail centers, and post offices. They rarely ever go to Tampa Unfortunately many of these rural drivers were assigned to vote at the Tampa site rather than by mail.

When the election day rolled around, the Rose law firm got a rude awakening. Drivers who saw their "official" job site barely once a year

came through in droves on election day. The lot outside the building where drivers voted took on the character of a class reunion.

"I live 22 miles away from Tampa and work 44 miles away; I just about never go there." Petrocci said. "I sure think it would have been fairer to let me vote by mail. But I wound up running into a couple guys I hadn't seen in eight or nine months, so I guess it wasn't so bad."

#### **Awaiting Certification**

Salmon's lawyers filed 11 objections to the election, which the Teamsters won 175–103, but most of the charges are laughable. Organizers are convinced the real reason for the challenges is to run up union legal bills, a common Rose firm tactic.

Once the bargaining unit is certified, contract negotiations will begin. Issues will include seniority, job security, an insufficient company-mandated health insurance policy, and those 10-hour, off-the-clock layovers.

Maldunas says "I'll have that bargaining letter out to Salmon before the ink on the certification order is dry."



# Taking Care of Caregivers

A record of winning contract improvements prompted a group of caregivers to seek membership in Teamsters Local 638, in Minneapolis, Minnesota.

The workers assist mentally and physically challenged adults in employ-

ment training at the RISE Community Involvement Program. After talking with RISE drivers, who are Local 638 members, the caregivers were impressed with the benefits of a Teamster contract.

"The workers had pay, scheduling, and insurance concerns that were not being addressed," said Trevor Lawrence, Local 638 organizer.

Despite authorization cards signed by nearly 95 percent of the workers, management refused voluntary recognition. Instead they hired an anti-union law firm, which tried to use twice weekly mandatory meetings and a propaganda blitz to convince the workers not to vote Teamster.

"In the meetings management attempted to win the workers over by telling them that all the union wanted was their dues money and that everyone in the program was one big happy family," said Lawrence.

Management's anti-union effort fell flat when 90 percent of the workers voted to join Local 638.

## **Locking Down** a Union

Many Rivers Prison Guards Say "Union Yes!"

When their existing professional association couldn't win them better pensions, guards at Minnesota's Many Rivers Correctional Facility turned to the Teamsters to help them "lock down" an improved retirement plan.

The 20 guards at the county facility, which holds prisoners sentenced for up to one year, contacted Teamsters Local 320 in Minneapolis because of its record representing public employees. The local recently spearheaded a successful drive in the state legislature to win the same retirement coverage for county correctional officers that police officers and state correctional officers have.

"The Many Rivers guards wanted a union with clout. They were impressed with our legislative victory allowing all county cor-

rectional officers to retire at age 55," said Susan Mauren, Local 320 Secretary-Treasurer. "They joined the Teamsters because they wanted help getting a

contract that would meet their needs."

Negotiations for the guards' first Teamster contract will begin shortly. Local 320 represents more than 1,000 correctional officers throughout Minnesota.

Management's

campaign fell flat

when 90 percent

voted to join the

Teamsters. Talks

are underway.

for a first contract

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# Following Their County Brethren 30 Macomb, Illinois Workers Join the Teamsters

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Macomb, Illinois is the county seat for McDonough County. When Macomb's Public Works employees saw the bargains struck for their colleagues in the McDonough County government by Peoria's Teamster Local 627, they knew they wanted a piece of that action.

The Public Works bargaining unit numbered 30 eligible voters. The workers voted 25-2 to become Teamsters.

"It's almost comical," says Local 627 Organizer Dean McCoy. "Time after time government managers play right into our hands. They treat their employees like the dirt under their feet. Then they're shocked when the workers turn around and ask for help getting a contract that lays out their rights in black and white."

"Management was treating us like a bunch of third graders," said James Teeter, a Macomb Public Works employee. "Sometimes we didn't know we were expected to put in weekend overtime until after 3:30 on Friday afternoon. We knew if we ever wanted to be treated with respect, we needed the union. People had gotten so peeved that we were able to collect all the signatures we needed in just one night."



#### Retail Sales Force Unionizes, Drivers Follow Suit

ROBERDS

ven organizing victories by brother AFL-CIO unions are proving helpful to Teamster organizers.

Last year, the
225-member commissioned sales staff
at Roberds, a furniture
retailer with seven outlets in Ohio
and Indiana, voted to join the United
Food and Commercial Workers.
Impressed with their colleagues'
gains at the bargaining table, drivers
at Roberds' distribution center in
Fairborn, Ohio voted to organize too.

"The drivers' pay is supposed to

be based on commissions, and it took the subcontractor less than a week to foul it all up, leading the drivers to call us," said Keith Jones, Local 957 Business Agent. "They also had an issue with the company making constant changes in policies."

The drivers and helpers voted 68-12 to affiliate with the Teamsters Local 957 in Dayton, Ohio. Contract talks will begin soon.



ctober 15, 1998 is a day Local 337 steward Pat Dougherty won't forget.

That day Spartan Stores, a Michigan-based grocery warehouse, called its stewards to a Comfort Inn conference room for what was supposed to be a meeting about diversification. When the stewards arrived they soon realized the Spartan's idea of diversification meant excluding them altogether.

Spartan called the meeting to announce they were going to shut down its Plymouth, Michigan facility and move it to Ohio. While Dougherty and the other Spartan stewards

# SO DARITY AI

**Teamster Ingenuity and Persistence Saves 250 Michigan Jobs** 

sined their ground and challenged the

"The Spartan employees came together,

proved sace again that rank-and-file

solidatity and teamwork are critical to

protecting our jobs and our future."

- Leny Brennan, Local 337 President

absorbed the shock, Spartan management was busy informing the rest of the 250 employees at the warehouse of the news.

"We were stunned. It was like a bomb was dropped on us," said Dougherty, who has worked as an order selector at Spartan since 1977.

"There are always rumors in the grocery industry," said Mike Martin, a Local 337 business agent, who had worked at Spartan until 1996. "It just came out of the blue. As they were talking about business this and business that, we were there thinking about all of the people who were going to be out of work."

#### **A Set of Spartan Excuses**

Spartan claimed that the Plymouth location was inadequate and it would make it impossible for the company to compete in the 21st century. They intended to move the warehousing and delivery jobs to a third party, nonunion company in Toledo, Ohio. Moreover, the company proclaimed the Ohio location would position them to better serve current and future customers

Local 337 members didn't buy it. "Their excuses didn't really add up. What it came down to was that they were out to bust the union," said Dougherty.

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The company's claim about servicing customers was particularly transparent. With 95 percent of the company's customers in Michigan, Spartan would have reduced service for the majority of its customers with the move. And the claim the warehouse was not competitive was equally as dubious. The company had been improving its profits quarter after quarter. Add to that the fact that ware-

house labor costs in Michigan are incredibly compatible. Michigan warehouse locals have worked hard to coor dinate so their contracts have common expiration dates and the contract costs are within pennies on the hour

"If Spartan moved it would have been disastrous for the entire industry." said Bob Barnes a I ocal 337 business agent who has worked warehouse con tracts since he started at the Chatam Foods Center about 25 years ago. "Right now we're on a level playing field. If we let Spartan walk, it would have started a race to the bottom."

In fact, shortly after Spartan made

its announcement, other grocery distributors were asking for concessions

#### Don't Get Mad, Get Busy

Local 337 geared up for a long and dit ficult fight

"At first the attitude was (forget) them." Dougherty said. "But then we just started thinking that we needed to keep doing our iobs and not give them any reasons to move."

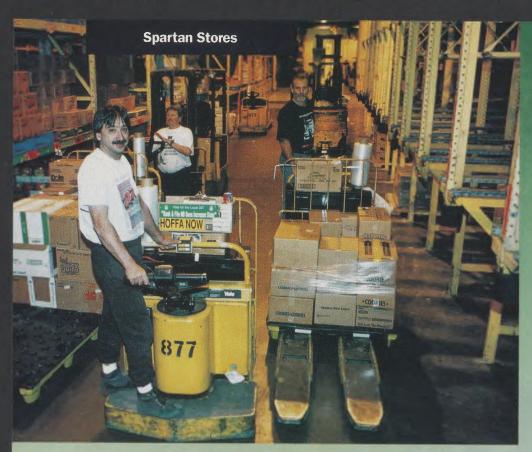
The stewards and union representatives began meeting. Instead of bargaining the effects of the move the local decided to challenge the company's decision to move

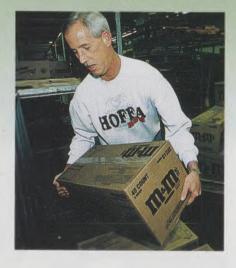
# SPARTAN











"Right now we're on a level playing field. If we let Spartan walk, it would have started a race to the bottom."

Bob Barnes, Local 337business agent

Teamsters General President James P. Hoffa, who worked with the Spartan members when he was with Joint Council 43, made a pledge to help save their jobs. Once elected. Hoffa fulfilled his promise by committing International resources to the campaign.

Spar an is one battle in the Teamster fight against outsourcing and sub-contracting, and it was a battle we had to fight," Hoffa said. "It wasn't just 250 jobs, the impact of Spartan leaving would have torn through the entire community."

#### The Carrot and the Stick

Shortly after Hoffa was elected, Ron Carver from the International's Strategic Affairs office was on the plane to Michigan.

Carver worked with the Local 337 team to educate Spartan customers about the company's plans. They hired an outside firm to analyze the company's relocation proposal, approached area religious leaders and formulated the plan to deliver a damaging consumer boycott of Spartan

In addition to applying pressure to Spartan, the Local 337 team offered solutions. The members offered their ideas on how to improve the company's operations

It was a combination of the carrot

and the stick all the way through," Carver said. "We analyzed their plans and then offered more innovative, more positive ways of doing the work. We weren't just saying it to (the company), we were out talking to the community."

With every passing month the tactics paid off. Just weeks after the campaign began, Spartan offered a bigger severance package. After several more months and more pressure, they announced they weren't going to use a third-party company, and would build a new warehouse themselves. Then they abandoned the plans to move and began working with the union to find a new location within Michigan.

After a year of anxiety, the break came in November when Local 337 reached an agreement with the company to keep the Plymouth facility open.

"It was a culmination of so many things that made this work," Barnes said. "We had the affiliates, letters of support from consumers in Michigan and Ohio. But the bottom line is that people stuck together and had faith that they were going to win."

#### The Aftermath

Today, Spartan has signed a five-year lease agreement for the Plymouth warehouse. And with the help of its employees, Spartan is well on its way to a state-of-the-art warehouse.

The fight was difficult. Its memory will linger in the minds of the Spartan staff

"Sure there are some hard feelings, but like I say, you can't dwell on it," Dougherty said. "Don't forget about it, but don't dwell on it. Instead use it as a driving force to make sure they don't try it again."



## Teamsters Are Eligible For These Benefits



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ferent working situations.

"This is an important topic that has far reaching ramifications for our members," said Patricia Callahan, International Representative of the Parcel and Small Package Division. "The law has changed in defining what a disability is, and as Teamsters we need to keep abreast of those changes to better serve the membership."

Supreme Court decisions from recent years have narrowed the scope of the ADA. Many disabilities that were covered under the original law have lost their protected status. "As

## UPS Teamsters Discuss the ADA

avid Robinson has represented Teamster members at UPS for many years. From contract to contract he has kept pace with language changes. But nothing can compare to the challenges that the constantly and quickly changing Americans with Disabilities Act (ADA) presents.

"We're trying to make decisions on situations that the government is inconsistent on," said Robinson, Local 486 Secretary-Treasurer in Saginaw, Michigan.

#### What is the ADA?

Signed into law in 1990, the ADA prohibits discrimination on the basis of

disability in both government and the private sector. It also covers effective communication to people with disabilities, eligibility criteria that may restrict or prevent access, and requires reasonable modifications of policies and practices that may be discriminatory.

Late last fall the Teamsters held a conference with representatives from the Parcel and Small Package Division, Safety and Health Division, and various local representatives. The conference began with a general overview of ADA policies and regulations, as well as an update on current case law applicable to the ADA. Later, participants engaged in case studies to get a sense of how the ADA can be applied to dif-

fewer and fewer disabilities are covered, being well versed in the ADA will help us apply the remaining statutes to their fullest potential," said Callahan.



#### **Hoffa Attends UPS National Grievance Panel**

eamsters General President James P. Hoffa addressed the recent national UPS National Grievance Panel meeting.

"Jim's presence really shows how he is dedicated to devoting the International's time and resources to members at UPS," said John Steger, a business agent from Local 639 in Washington, DC and International Trustee. "I'm in my 21st year

as a business agent and you could definitely feel the new atmosphere of unity."

Union representatives from every major UPS local attended the meeting. Hoffa's remarks covered topics including the arbitration of UPS' promise of 2,000 jobs for the first year of the contract, an update on the status of sub-contracting and contract issues for the UPS negotiations slated for 2002.

## Detroit Grinches

50 Win Reinstatement

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n the Monday before Christmas, 50 Detroit Free-Press and Detroit News workers got an early present. An NLRB hearing officer found that they'd been fired illegally for engaging in activities protected by federal labor law. He ordered that they be reinstated with back pay and clean personnel records.

Judge Richard Scully ruled that Knight-Ridder and Gannett, who publish the two papers under a joint operating agreement, fired the workers for engaging in legally-protected activities. The workers had marched in demonstrations and conducted sitins during the Detroit newspaper strike. Bosses claimed that the workers' actions justified firing. Scully found otherwise.

"These renegade corporations cannot be allowed to illegally fire workers without consequence. We're glad the ruling makes that clear," said Al Derey, Teamster Local 372 Secretary-Treasurer.

The "grinches" at Detroit Newspapers. Inc. are already taking one more whack at the 50 who finally got some justice this Christmas. They have not been rehired, despite the NLRB's order. The newspapers' lawyers are filing an appeal. And decent, hard-working union members are still left hanging.

"I didn't do anything wrong," said Walter Macelt, one of the workers. "They fired me for supporting the union, plain and simple. They've twisted the court system to their advantage so far, but the union has protected me. I worked there almost 30 years, the only job I ever had besides the Navy. In all that time I've been a union man and I'm not about to stop now."



## **Newspaper Workers** Win Contract

**Philly Still a Two-Paper Town** 

rith a contract set to expire in August, Teamsters in Philadelphia knew it was time to buckle down for some hard bargaining. In city after city, the newspaper barons have used the threat of shutting down a paper to intimidate workers as contracts neared expiration. But union solidarity and Teamster leadership at the bargaining table won the day in the City of Brotherly

Philadelphia Newspapers, Inc., the publisher of both The Philadelphia Inquirer and Philadelphia Daily News, signed a new contract with eleven unions, including Teamster Locals 169, 628 and 1414.

According to John Laigaie, president of Local 628 and a key union negotiator, the deal is good one.

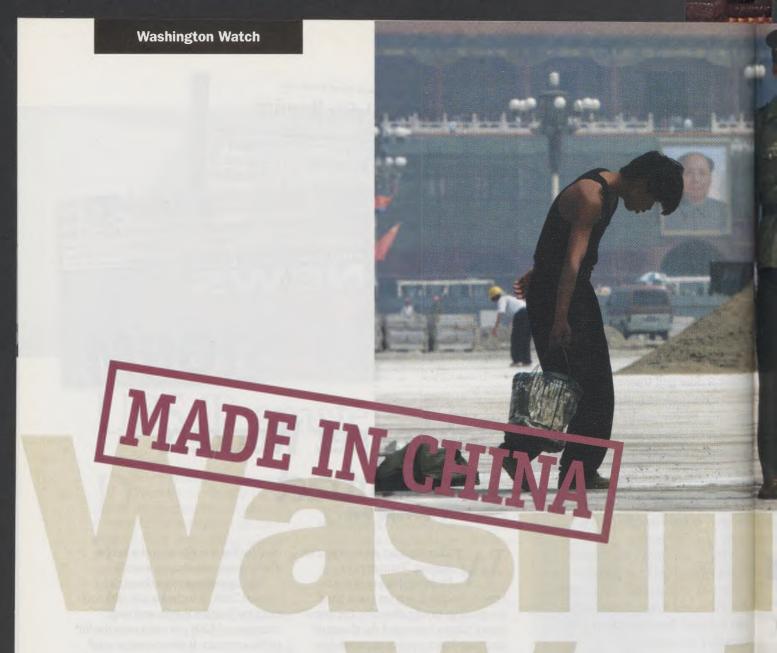
"Getting 11 local unions to sing from the same score is a challenge, but with Teamsters leading the way, it's not impossible," Laigaie said. "I'm proud of our work on this contract. It's a fair

deal for the members, and it keeps Philly a two-newspaper town."

The agreement runs through August 2006. It includes a \$1,000 contract ratification bonus and wage increases of \$200 per week over the life of the contract. It also contains solid language improving job security and providing for additional union jobs.

The contract covers more than 1,400 Teamsters in the three locals who work as drivers, circulation workers, building maintenance employees, dispatchers, mailers, packers and paperhandlers. Teamster operating engineers, members of Local 676, will likely get an equivalent bargain when their contract comes up for renewal in 2001.

"Teamsters stood together and bargained hard," said Bob Wilson, President of Local 1414. "We won decent pay raises for the next six years, plus a good payment up front and benefits. We have 700 members covered by this agreement and only six voted no. You can't do much better than that."



### **Proposed WTO Membership a Bad Deal for Working People**

hen Li Qingxi posted a public declaration calling for free and independent trade unions he knew he was risking his life.

Unfortunately, Li's fears were warranted. Shortly after Li posted the declaration, police raided his home and carted him away. No one has heard from him since.

"The arrest and disappearance of Li is a hallmark of how the Chinese negotiate with workers who stand up and demand to be heard," said James P. Hoffa, Teamsters General President. "Just as we do not tolerate this kind of oppression in the free world, we

should not allow those countries we trade with to commit these crimes."

Despite the Communist Chinese war against organized labor and its long track record of human rights violations, the U.S. Congress, President Clinton and big business have lined up to open up the Chinese market' by bringing China into the undemocratic World Trade Organization (WTO).

The fight will focus on whether to grant China permanent Normal Trade Relations (NTR) status. NTR is a privilege granted to countries by Congress. U.S. trade officials often use this process to influence a country on trade and non-trade issues. President Clinton is aggressively pushing NTR status for China.

China has a terrible record of com-

pliance with previously agreed upon trade pacts. Since 1990, the U.S. has reached numerous trade deals with China covering topics such as intellectual property rights, use of forced labor and the dumping of manufactured goods. The Chinese have violated every agreement.

Granting the Chinese permanent normal trade status removes any opportunity the United States has to protect workers from the illegal trade practices of the Chinese government.

Please contact your Senators or Representative and urge them to reject permanent normal trade relations (NTR) status with China.



TO REACH YOUR SENATORS AND REPRESENTATIVE, CALL 202-224-3121 or WRITE THEM AT:

Senator

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U.S. Senate Washington, DC 20510 (202) 224-3121

Representative U.S. House of Representatives Washington, DC 20515 (202) 224-3121

### **Atomic Safety**

Teamsters Push for Jobs, Safety at Yucca Mountain

he Teamsters have taken an active interest in the issue of nuclear site development because 90 percent of nuclear waste in this country is transported by truck. The U.S. Department of Energy is studying Yucca Mountain, Nevada to determine if it's a suitable place to build a geologic repository for the nation's commercial and military radioactive waste.

The selection of Yucca Mountain as a repository for nuclear materials would have an immediate impact on the creation of Teamster jobs. In addition to the benefit to Teamster truck drivers, the site would require construction labor and geological surveying employees. All of these elements may eventually create between 4,500 and 10,000 Teamster jobs.

**A Growing Partnership** 

Any discussion involving the transport and disposal of nuclear material will likely center on the safety of the materials and what laws can be put in place to ensure the material's safe transport. The Teamsters share these concerns. The union is committed to creating goodpaying jobs for our members, protecting natural resources and insuring driver safety as well as the safety of the surrounding communities.

In September, Teamsters General President James P. Hoffa announced a new partnership between the Teamsters and the Department of Energy. The partnership is based on a \$1.2 million dollar grant to retrain displaced workers at the Nevada Test Site.

Teamsters Local 631 will train at least 62 displaced Teamsters to drive tractor-trailers. The Las Vegas Teamsters expect that the programs will be expanded to train drivers in the transport of nuclear materials. Proper training will allow Teamsters to keep goodpaying jobs and protect the environment.

**Your Call Means Teamster Jobs, Public Safety** 

Legislation was introduced in the House and the Senate that would amend the Nuclear Waste Policy Act of 1982 and would provide for the storage of spent nuclear fuel pending completion of a nuclear waste repository.

Call your Senators and Representative at 202-224-3121. Urge them to support common-sense legislation that balances the needs of the environment with the needs of a diversified economy.



"We have a unique opportunity to show our members, the government and the public, that as Teamsters we are capable of cleaning our own house and managing our own affairs"—

GENERAL PRESIDENT JAMES P. HOFFA

## A Plan for the Future

**RISE Sets Tone for Teamster Independence** 

In July 1999, the General Executive Board unanimously adopted an anti-corruption resolution and authorized General President James P. Hoffa to take all necessary steps to create a Code of Conduct and to implement the plan.

The ensuing program, RISE (Respect, Integrity, Strength, Ethics), incorporates the following four principles:

■ Continued prevention of corruption must remain a high priority at every level of the union;

- Corruption must be viewed by everyone in the Union as a betrayal of the fundamental duty that members and officers owe to each other;
- Established standards of conduct can be effectively enforced only if they are fully understood and accepted by the membership;
- Corruption can be most effectively eliminated and prevented by Teamsters themselves rather than outsiders holding other Teamsters accountable to established, accepted and uniform standards of conduct.

RISE will be implemented over the next year and will culminate in the creation of a Code of Conduct, the establishment of a permanent ethics office and a Labor Union Ethics Conference.

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"We have a unique opportunity to show our members, the government and the public, that as Teamsters we are capable of cleaning our own house and managing our own affairs," said Hoffa. "Together we will establish systems that will sustain our commitment to protecting the members and the union."

#### **TASK FORCE MEMBERS**

Chuck Baez, Member, Local 710, Chicago, Illinois Robert Bouvier, Secretary-Treasurer, Local 1999, Montreal, Quebec

Colleen Brady, Special Projects Coordinator, Local 25, Boston, Massachusetts

Debra Burrows, Business Agent, Local 63, Covina, California

Jack Cipriani, GEB member and President, Local 391, Greensboro, North Carolina

Steve Condictty, Member, Local 763, Seattle, Washington

Doc Conder, IBT Carhaul Department Director, Local 41, Kansas City, Missouri

Timothy Dunn, Member, Local 259, Boston, Massaschusetts

Wayne Fernicola, Secretary-Treasurer, Local 177, Hillside, New Jersey

Betty Rose Fischer, Secretary-Treasurer, Local 538 Worthington, Pennsylvania

Leo Krug, Vice President, Local 79, Tampa, Florida Sergio Lopez, Secretary-Treasurer, Local 912, Watsonville, California

# t's Unanimous

Anti-Corruption Program Gains 100% Approval from Regional Leaders

eneral President James P. Hoffa knew that Joint Council leadership support for the amsters' new anti-corruption prolam was essential to its success. Few pected it to be unanimous. in a resounding show of support, ore than 200 regional leaders from moss the United States, Canada and uerto Rico endorsed the Hoffa liministration's efforts to run a clean tion.

"When I ran for office, I promised run a clean union," Hoffa said. "I weall on you to be our partners in filling this commitment."

Hoffa presented the leaders with a mprehensive plan of the anti-corrup-in program, Project RISE (Respect, legity, Strength, Ethics). He told the oup that within one year the union complete a study of the last vestiges organized crime within the union,

develop a Code of Conduct, establish a permanent ethics office and host a Labor Ethics Conference.

George Cashman, New England Joint Council president and International vice president during the administration of former President Ron Carey, called for the vote of support.

"It is incumbent upon us to take this project seriously," Cashman said. "Let's demonstrate to the public, the media and more importantly our members that we are going to run a clean union and we are committed to this program."

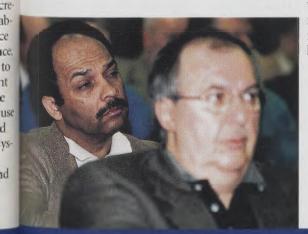
Cashman's motion was seconded by Joint Council 43 President Larry Brennan.

"The successful return of the Teamsters to the members of this union will require our complete atten-

tion," Hoffa added "It is one of the most important tasks that lay before us."





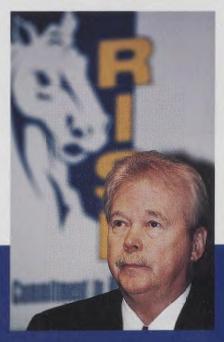




Malcolm Smith, Sr., Member, Local 745, Dallas, Texas Ron Teninty, Business Agent, Local 206, Portland, Oregon

Chuck Whobrey, President, Local 215, Evansville, Indiana

Tom Ziembovic, Business Agent, Local 247, Detroit, Michigan



Sue Mauren, Secretary-Treasurer, Local 320, Minneapolis, Minnesota

Kathy Peters, Business Agent, Local 31, Vancouver, British Columbia

Tony Pinder, Member, Local 639, Washington, DC

Joe Silva, President, Local 70, Oakland, California

Chris Silvera, Secretary-Treasurer, Local 808, New York, New York



Taglieri (center) is flanked by (I to r) William Huff, President of the Boston Globe, Father Edward Boyle, S.J. of the Boston Labor Guild, Malcolm MacKinnon, former Globe Industrial Relations Director and Dr. Elaine Bernard of the Harvard Trade Union program.



### **Talking Heads Talk Hoffa**

eamsters General President James P. Hoffa was honored by media talking heads Fred **Barnes and Morton Kondracke during their** end of the year wrap up show.

Hoffa was given the duo's "Phoenix" award for rising from the ashes of an election stolen by disgraced former president Ron Carey and rebuilding the Teamsters' political muscle.

#### Back to School **Local 259 Trustee Heads** to Harvard

ohn Taglieri, Teamsters Local 259 trustee, is working in a whole other league now — the Ivy League.

Taglieri will head to Harvard University to attend its Trade Union Program courtesy of the Eugene P. Barnes Scholarship for Executive Responsibility. The scholarship is funded by the Boston

Prior to becoming a Teamster in the Globe's delivery department, Taglierei was a high school teacher.

The 10-week program provides executive and administrative training for union officers.

"We're very proud of him," said Ralph Goscinak, Local 259 Secretary-Treasurer. "This is a very good program."

Current Local 259 President James Donahue won the scholarship in 1989 and

**Recording Secretary** James Carr also attended the program in 1998.

#### **Sharing the** Wealth in Guelph

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ocal 647 members at the Gay-Lea Foods dairy plant in Guelph, Ontario are the sort of folks who make you proud to be a Teamster.

For 24 hours per week during the school year and 40 in the summer, their numbers are augmented by a group of college and graduate students. The students, though not eligible for membership in the bargaining unit, work shoulder-toshoulder with the dairy's full time employees and have become a part of the unit's extended family. Nonetheless, when management announced a Christmas bonus, the students were not included.

This did not strike the full-timers as fair or equitable. They approached Business Representative Art Morley and asked what could be done. The answer was a petition to management that asked that the bonuses be shared with the students.

The company agreed. "This couldn't be done unless the decision was unanimous," said Colin Kay, one of the students. "It really made us feel great. Its nice to be treated as equals in an industry where students are generally taken for granted."

## **Port Protest**Teamsters Stand Up for Port Drivers

President James P. Hoffa had some strong words for the Federal Trade Commission (FTC) after the commission attempted to silence America's port truckers' right to organize.

"The FTC subpoenas are outrageous," Hoffa said.
"They are clear violations of the these hardworking men and women's First Amendment rights."

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In November the FTC served subpoenas on port truckers attempting to organize. The subpoenas called on the truckers to produce documents and testify regarding their organizing plans.

Port truckers around the nation have been trying to organize. They face multiple obstacles including the port industry's contention that the drivers are independent operators who are not eligible to bargain collectively. Teamster locals across the nation are fighting to help the port drivers.

In August, Hoffa appointed George Cashman, president of Boston's Local 25, as Director of the Teamsters Port Division. Cashman is an experienced negotiator in port issues and currently serves as a member of the commission that supervises the Port of Boston.

#### **ACTION!**

Film Industry Honors Teamster Local 817 Leader

International Vice President and Local 817
President Tom O'Donnell was honored for his contributions to filmmaking at the first Director's Guild of America (DGA) Honors.



O'Donnell was honored for his efforts to develop production opportunities in the eastern United

States. Robert DeNiro (shown above), star of American film classics like "Taxi Driver" and "Raging Bull", presented the award to O'Donnell at the DGA's ceremony in Manhattan. Other honorees included Martin Scorsese and Rep. Richard Gephardt.

"It was quite an honor to be recognized by the

Guild," said O'Donnell, President of Local 817. "There are many others deserving the honor, however, I can find no fault in their final decision."

The Directors Guild of America Honors celebrates the achievements of filmmakers and leaders from politics, labor and business who have invigorated American film and television.

O'Donnell began his career more than 50 years ago and has held the office of Local 817 president for 38 years.



Continuing the efforts by the Hoffa administration to rid the Teamsters of corruption, Local Union 815, based in Englewood Cliffs, New Jersey, has been placed under emergency trusteeship following a recommendation made by the Independent Review Board (IRB).

"An investigation of the Local 815 has uncovered a systematic pattern of financial mismanagement by the local's officers," said James P. Hoffa, Teamsters General President. "We have taken

the necessary action to ensure this local union protects the members' dues monies."

Hoffa named George Miranda, Executive Assistant to the President of Joint Council 16 in New York, to serve as Temporary Trustee.

Hoffa cited the results of an investigation by the IRB in the trusteeship order. The alleged improprieties include:

- Failure to adopt or enforce adequate financial controls.
- Failure to comply with requirements of the International Constitution
- Failure to police collec-

tive bargaining agreements and ensure the members receive the benefits to which they are entitled. Further, the local union has attempted to conceal the extent to which it has maintained such agreements.

"My administration will take the necessary action to ensure members receive fair representation," Hoffa added. "I am committed to restoring Local 815 to the members and ending any fraud and abuse within the Teamsters union."

Local 815 has approximately 3,000 members who work primarily in the warehouse industry.



UNITED STATES DISTRICT COURT
SOUTHERN DISTRICT OF NEW YORK
MEMORANDUM & ORDER
88 CIV. 4486 (DNE)
United States of America

United States of America, PLAINTIFF,

-v-

International Brotherhood of Teamsters, et al., DEFENDANTS

EDELSTEIN, DISTRICT JUDGE:

WHEREAS on April 22, 1999, the Independent Review Board ("IRB") issued an Investigative Report (the "IRB Report") and forwarded it to the General Executive Board of the International Brotherhood of Teamsters ("IBT") recommending charges against Local 813 member Ronald Dyson ("Dyson") for bringing reproach upon the IBT by knowingly associating with a member of organized crime, in violation of Article II, Section 2(a) and Article XIX, Section 7(b)(1), (2) and (9) of the IBT Constitution; and

WHEREAS by letter dated April 26, 1999, James P. Hoffa, General President of the IBT, advised the IRB he had adopted and filed the recommended charges against Dyson and that the charges were referred back to the IRB for adjudication; and

WHEREAS on May 3, 1999, at the direction of the IRB, John J. Cronin, Jr. ("Cronin"), the IRB administrator, notified Dyson by UPS overnight letter, that a hearing was scheduled for June 2, 1999, at 10:00 a.m., at the offices of the IRB, located at 444 North Capitol Street, N.W., Suite 528, Washington, D.C., and also gave Dyson the opportunity, in the alternative, to have the hearing in New York City, New York, if he were to reply within five days stating his preference; and

WHEREAS Dyson never replied to the May 3, 1999 letter

requesting a preference site for his hearing; and

WHEREAS on May 19, 1999, at the direction of the IRB, Cronin informed Dyson, by UPS overnight letter, that the hearing was rescheduled for June 2, 1999, at 10:00 a.m., at the law offices of LeBoeuf, Lamb, Greene & MacRae, 125 West 55th Street, 19th Floor, New York, NY; and

WHEREAS on June 2, 1999, the noticed hearing went forward before the IRB and Dyson did not attend, did not submit any papers in his behalf, and was not represented at the

hearing; and

WHEREAS at the hearing, the IRB reviewed evidence, including Dyson's own sworn testimony, stating that the FBI considers Michael Sciarra ("Sciarra") to be a member of the Genovese La Cosa Nostra ("LCN"), and enumerating several instances where Dyson had extensive contact with Sciarra; and

WHEREAS by letter dated November 4, 1999, this Court offered Dyson the opportunity to submit written objections to Application LXXII by November 19, 1999 at 5:00 p.m.; and

WHEREAS Dyson never submitted any objections to Application LXXII to this Court; and

WHEREAS having reviewed the IRB's October 29, 1999 Opinion and Decision and all accompanying exhibits, including Dyson's own testimony, this Court finds that the charge against Dyson has been proven by a preponderance of the evidence; and

WHEREAS having reviewed the sanctions imposed by the IRB, this Court finds that the sanctions are proportionate to the severity of the misconduct of which Dyson was guilty; and

WHEREAS accordingly, this Court finds that Application LXXII of the IRB should be granted;

IT IS HEREBY ORDERED THAT Application LXXII of the Independent Review Board regarding the charges and sanctions imposed against Ronald Dyson is GRANTED.

SO ORDERED.

DATED: New York, New York December 7, 1999

Munstaccion

U.S.D.J.

UNITED STATES DISTRICT COURT
SOUTHERN DISTRICT OF NEW YORK
MEMORANDUM & ORDER

88 CIV. 4486 (DNE)

United States of America,

PLAINTIFF,

-v-

International Brotherhood of Teamsters, et al., DEFENDANTS

**EDELSTEIN, DISTRICT JUDGE:** 

WHEREAS on February 16, 1999, the Independent Review Board ("IRB") issued an Investigative Report (the "IRB Report") and forwarded it to the General Executive Board of the International Brotherhood of Teamsters ("IBT") recommending charges against Local 377 member Anthony Antoun ("Antoun") for bringing reproach upon the IBT by knowingly associating with a member of organized crime, in violation of Article II, Section 2(a) and Article XIX, Section 7(b)(1), (2) and (9) of the IBT Constitution; and

WHEREAS by letter dated February 22, 1999, Tom Sever, Acting General President of the IBT, advised the IRB he had adopted and filed the recommended charges against Antoun and that the charges were referred back to the IRB for adjudi-

cation: and

WHEREAS on March 9, 1999, at the direction of the IRB,

John J. Cronin, Jr. ("Cronin"), the IRB administrator, notified Antoun by UPS overnight letter, that a hearing was scheduled for April 14, 1999, at 10:00 a.m., at the offices of the IRB, located at 444 North Capitol Street, N.W., Suite 528, Washington, D.C., and also gave Antoun the opportunity, in the alternative, to have the hearing in Cleveland, Ohio, if he were to reply within five days stating his preference; and

WHEREAS on March 11, 1999, Antoun notified the IRB by telephone that he would prefer if the IRB conducted his

hearing in Cleveland, Ohio; and

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WHEREAS on March 18, 1999, at the direction of the IRB, Cronin informed Antoun, by UPS overnight letter that a hearing was scheduled for May 11, 1999, at 10:00 a.m., at the law offices of Jones, Day, Reavis & Pogue, located at Northpoint, 901 Lakeside Avenue, Cleveland, Ohio; and

WHEREAS on April 15, 1999, the IRB gave notice to Antoun, via UPS overnight letter, that the hearing was rescheduled for May 14, 1999 at the same location; and

WHEREAS on May 14, 1999, the noticed hearing proceeded before the IRB with testimony taken from Federal Bureau of Investigation ("FBI") Special Agent Ronald E. Helmick in which Special Agent Helmick testified that the information contained in his declaration was true; and

WHEREAS Special Agent Helmick's declaration states that the FBI considers Lenine Strollo ("Strollo") to be a member of the Pittsburgh La Cosa Nostra ("LCN"), and further enumerates several instances where Antoun had extensive contact with Strollo and some of his key associates; and

WHEREAS by letter dated October 5, 1999, this Court offered Antoun the opportunity to submit written objections to Application LXXI by October 19, 1999 at 5:00 p.m.; and

WHEREAS Antoun never submitted any objections to

Application LXXI to this Court; and

WHEREAS having reviewed the IRB's September 21, 1999 Opinion and Decision and all accompanying exhibits, including Special Agent Helmick's declaration, this Court finds that the charge against Antoun has been proven by a preponderance of the evidence; and

WHEREAS having reviewed the sanctions imposed by the IRB, this Court finds that the sanctions are proportionate to the severity of the misconduct of which Antoun was guilty;

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WHEREAS accordingly, this Court finds that Application LXXI of the IRB should be granted;

IT IS HEREBY ORDERED THAT Application LXXI of the Independent Review Board regarding the charges and sanctions imposed against Anthony Antoun is GRANTED.

SO ORDERED.

DATED: New York, New York December 7, 1999

Man Ease (Cue U.S.D.J.

UNITED STATES DISTRICT COURT
SOUTHERN DISTRICT OF NEW YORK

MEMORANDUM & ORDER

88 CIV. 4486 (DNE)

United States of America,

PLAINTIFF,

-v-

International Brotherhood of Teamsters, et al.,

**DEFENDANTS** 

**EDELSTEIN, DISTRICT JUDGE:** 

WHEREAS on February 16, 1999, the Independent Review Board ("IRB") issued an Investigative Report (the "IRB Report") and forwarded it to the General Executive Board of the International Brotherhood of Teamsters ("IBT") recommending charges against Local 377 member Leo H. Connelly, Jr. ("Connelly") for bringing reproach upon the IBT by knowingly associating with a member of organized crime, in violation of Article II, Section 2(a) and Article XIX, Section 7(b)(1), (2) and (9) of the IBT Constitution; and

WHEREAS by letter dated February 22, 1999, Tom Sever, Acting General President of the IBT, advised the IRB he had adopted and filed the recommended charges against Connelly and that the charges were referred back to the IRB for adjudi-

cation; and

WHEREAS on March 9, 1999, at the direction of the IRB, John J. Cronin, Jr. ("Cronin"), the IRB administrator, notified Connelly by UPS overnight letter that a hearing was scheduled for April 14, 1999, at 10:00 a.m., at the offices of the IRB, located at 444 North Capitol Street, N.W., Suite 528, Washington, D.C., and also gave Connelly the opportunity, in the alternative, to have the hearing in Cleveland, Ohio, if he were to reply within five days stating his preference; and

WHEREAS on March 11, 1999, Connelly notified the IRB by telephone that he would prefer if the IRB conducted his

hearing in Cleveland, Ohio; and

WHEREAS on March 18, 1999, at the direction of the IRB, Cronin informed Connelly by UPS overnight letter that a hearing was scheduled for May 11, 1999, at 10:00 a.m., at the law offices of Jones, Day, Reavis & Pogue, located at Northpoint, 901 Lakeside Avenue, Cleveland, Ohio; and

WHEREAS on April 15, 1999, the IRB gave notice to Connelly, via UPS overnight letter, that the hearing was rescheduled for May 14, 1999 at the same location; and

WHEREAS on May 14, 1999, the noticed hearing went forward before the IRB and Connelly did not attend, did not submit any papers in his behalf, and was not represented at

the hearing; and

WHEREAS the hearing proceeded with testimony taken from Federal Bureau of Investigation ("FBI") Special Agent Ronald E. Helmick in which Special Agent Helmick testified that the information contained in his declaration was true; and

WHEREAS Special Agent Helmick's declaration states that the FBI considers Lenine Strollo ("Strollo") to be a member of the Pittsburgh La Cosa Nostra ("LCN"), and further states that the FBI considers Connelly to have close ties to Strollo, acting as a burglar, enforcer, and collector of money for Strol-

WHEREAS by letter dated October 5, 1999, this Court offered Connelly the opportunity to submit written objections to Application LXX by October 19, 1999 at 5:00 p.m.; and

WHEREAS Connelly never submitted any objections to

Application LXX to this Court; and

WHEREAS having reviewed the IRB's September 21, 1999 Opinion and Decision and all accompanying exhibits, including Special Agent Helmick's declaration, this Court finds that the charge against Connelly has been proven by a preponderance of the evidence; and

WHEREAS having reviewed the sanctions imposed by the IRB, this Court finds that the sanctions are proportionate to the severity of the misconduct of which Connelly was guilty;

and

WHEREAS accordingly, this Court finds that Application

LXX of the IRB should be granted;

IT IS HEREBY ORDERED THAT Application LXX of the Independent Review Board regarding the charges and sanctions imposed against Leo H. Connelly, Jr. is GRANTED.

SO ORDERED.

DATED: New York, New York December 7, 1999

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#### REPORT XLIX TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

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FROM: Independent Review Board Grant Crandall Frederick B. Lacev William H. Webster

DATED: January 3, 2000

#### I. INTRODUCTION

This is the Independent Review Board's ("IRB") Forty- obl ninth Report to you on its activities conducted pursuant to the Consent Order. In this Report, we will discuss matters that have recently come before us, including six new Investigative Reports and the status of pending charges about which we have previously informed you. The progress of these pending charges will be provided in future reports.

#### II. NEW INVESTIGATIVE REPORTS

#### A. HENRY SCHWEITZER - Local 531, Yonkers, New York

On December 22, 1999, the IRB issued an Investigative fcti Report to Val Fiorillo, Trustee of Local 531, concerning pici member Henry Schweitzer. The Investigative Report recommended that he be charged with refusing to appear for his sent sworn in-person examination, and with maintaining membership in the IBT while he was an employer ineligible for adm membership and had not designated the Local to be the stan exclusive bargaining agent for the terms and conditions of local his employment. Trustee Fiorillo was given sixty days within which to hold a hearing and to forward a written final since report to the IRB.

#### B. LOUIS SMITH AND LARRY STEIN - Local 810, New York, New York

On November 18, 1999, the IRB issued an Investigative Report to the Executive Board of Local 810 concerning President Louis Smith and former member Larry Stein. The Investigative Report recommended that Smith be charged lift with bringing reproach upon the IBT by entering into a lefus sham collective bargaining agreement with a company low where the only member was an owner of the company. The Investigative Report recommended that Stein be charged thip with bringing reproach upon the IBT by maintaining a sham membership while he was an employer ineligible for E.L. membership in the IBT. Local 810 Secretary-Treasurer N Gilman notified the IRB that the Executive Board scheduled a hearing for January 24, 2000.

#### C. BRUCE KAPP - Local 813, New York, New York

On November 22, 1999, the IRB issued an Investigative bread Report to Eugene Maney, Trustee of Local 813, concerning Local former member Bruce Kapp. The Investigative Report rec which ommended that he be charged with bringing reproach upon

the IBT by defrauding another member causing him harm and receiving a \$100 payment from his company through falsely representing he was selling a raffle ticket. The Investigative Report recommended further that he be charged with allowing at least eight employers to maintain sham memberships by entering into sham collective bargaining agreements to permit them to fraudulently obtain membership in Local 1034 when they were all company owners ineligible for membership in the IBT. Lastly, the Report recommended that he be charged with entering into three written contracts that described conditions of employment for wages and vacation time that he knew at the time did not apply to these members who owned the companies and thereby impaired the Local's rty- obligation under New York law to keep accurate records. to Trustee Maney notified the IRB that an Article XIX panel ters was appointed and a hearing will be scheduled.

#### Ves- D. LOCAL 815 - Englewood Cliffs, New Jersey

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On November 16, 1999, the IRB issued an Investigative Report to General President Hoffa recommending that Local 815 be placed in trusteeship. The Local is not being run for the benefit of the members and the financial controls are madequate. The President and Secretary-Treasurer apparently have engaged in a long running scheme to defraud the Local into reimbursing them for improperly incurred, if not tive actitious, expenses. The Local has entered into sham and susing picious contracts and has entwined itself with a non-IBT Local with overlapping jurisdiction and, in fact, shares reprehis sentation of an employer with it, including sharing the same em- funds and the same building. The Local's attorney, who is not for admitted to practice in New Jersey, appears to have had subthe stantial conflicts in representations which were harmful to the s of local but were tolerated by Local officials.

There has not been a contested election for Local officers inal since at least 1974. Since 1994, the Local had only eight membership meetings where a quorum was present. The tounder and former principal officer of Local 815 owns the building and has an office downstairs from the Local. He and the Local's current principal officer were called to testify about alleged insider dealings before the Permanent Subcommittee on Investigations of the United States Senate Committee on Governmental Affairs in 1965 and each invoked his fifth Amendment privilege against self-incrimination and refused to testify. Relatives of these two principal officers are now administrators and trustees of the Local's several funds.

On December 27, 1999, the IBT put Local 815 in trusteerged ship and appointed George Miranda as Temporary Trustee.

#### for E. LARRY PLOTNICK - Local 815, Englewood Cliffs, New Jersey

On December 22, 1999, the IRB issued an Investigative Report to Anthony Rumore, President of Joint Council 16, concerning Local 815 President Larry Plotnick. The Invesrk tigative Report recommended that he be charged with ative breaching his fiduciary duties to the members by embezzling rning Local funds of at least \$49,188 and by creating false records rec which were submitted to the Local for reimbursement in violation of Federal law. Mr. Rumore was given sixty days within which to hold a hearing and to forward a written final report to the IRB.

#### F. BASIL McDONALD - Local 815, Englewood Cliffs, New Jersey

On December 22, 1999, the IRB issued an Investigative Report to Anthony Rumore, President of Joint Council 16, concerning former Local 815 Trustee and Business Agent Basil McDonald. The Investigative Report recommended that he be charged with bringing reproach upon the IBT by allowing company owners to fraudulently maintain membership in Local 815 in violation of the IBT Constitution and the terms of the collective bargaining agreements. Mr. Rumore was given sixty days within which to hold a hearing and to forward a written final report to the IRB.

#### III. STATUS OF PREVIOUS IRB CHARGES

#### A. JOSEPH A. PADELLARO

In the last issue of the *Teamster* magazine, we informed you that former International Trustee Joseph A. Padellaro allegedly embezzled over \$12,000 from the Locals and Joint Councils he was overseeing, breached his fiduciary duty to the members and brought reproach upon the IBT. Mr. Hoffa notified the IRB that he filed the charges referred to him by the IRB but the hearing scheduled for December 16 was postponed because one panel member had a conflict.

#### B. MICHAEL A. MALENA- Local 282, Lake Success, New York

In the December 1999 issue of the Teamster magazine, we informed you that Local 282 member Michael A. Malena allegedly brought reproach upon the IBT by refusing to answer questions at his sworn in-person examination. Mr. Hoffa notified the IRB that internal union charges were filed, an Article XIX panel was appointed, and a hearing was held on December 20, 1999.

#### C. CHESTER D. CZERNEL - Local 337, Detroit, Michigan

In past issues of the Teamster magazine, we informed you that Local 337 member Chester D. Czernel allegedly brought reproach upon the IBT by refusing to appear for his sworn inperson examination. Local 337 President Brennan notified the IRB that charges were filed, a hearing was held, and Czernel was found guilty as charged and permanently expelled from Local 337 and the IBT. On December 22, 1999, the IRB notified Mr. Brennan that it found the decision not inadequate.

#### D. ROBERT F. HOLMES AND THOMAS WERTH-MANN - Local 337, Detroit, Michigan

In past issues of the *Teamster* magazine, we informed you that Local 337 Vice President and Business Agent Robert F. Holmes allegedly brought reproach upon the IBT by entering into sham collective bargaining agreements with employers in order to permit the mother and husband of one employer and the owner of another company to fraudulently obtain mem-

bership in Local 337. We informed you further that former member Thomas Werthmann allegedly brought reproach upon the IBT, while he was an employer and in collusion with Business Agent Robert F. Holmes, by entering into a sham collective bargaining agreement to fraudulently obtain membership in Local 337.

Local 337 President Brennan notified the IRB that charges were filed and a hearing was held on August 6, 1999. On November 23, 1999, Mr. Brennan notified the IRB that he dismissed the charges against Werthmann and suspended Holmes from employment for ten days. The IRB has the decisions under review.

#### E. JERRY MORRISON - Local 377, Youngstown, Ohio

In past issues of the Teamster magazine, we informed you that former Local 377 Recording Secretary and business agent Jerry Morrison allegedly engaged in deceptive and dishonest conduct and brought reproach upon the IBT by entering into a sham collective bargaining agreement without a contract ratification meeting. In addition, the agreement was designed to benefit the company and not the employees. Local 377 filed the charges and the Executive Board held a hearing on June 22, 1999.

On November 2, 1999, the Local 377 Executive Board clarified its August 11, 1999 decision, which permanently barred Morrison from membership in the IBT, by adding that Morrison is barred from holding any position with Local 377 and any IBT affiliate, including any IBT-affiliated benefit fund, and permanently barred from employment, consulting or other work with the IBT or any IBT-affiliated entity. He is also prohibited from receiving any money or compensation from Local 377 and any IBT-affiliated entity and any contributions to the Local's health and welfare and pension plans.

#### F. STEVEN BARNES - Local 456, Elmsford, New York

In the last issue of the *Teamster* magazine, we informed you that Local 456 member Steven Barnes allegedly maintained a sham membership in the IBT while he was an employer ineligible for membership. His company had no collective bargaining agreement with the Local and the Local was not intended to be his exclusive bargaining representative with the power to execute agreements covering the terms of his employment. On December 13, 1999, counsel to Local 456 notified the IRB that a hearing is scheduled for January 5, 2000.

#### G. KEVIN WATTS AND JAMES BERNARDONE -Local 531, Yonkers, New York

In the last issue of the Teamster magazine, we informed you that Local 531 President Kevin Watts and Secretary-Treasurer James Bernardone allegedly testified falsely about the use of Local 531 vehicles during the six-year period in which Bernardone did not have a valid driver's license. Bernardone also allegedly entered into at least four sham collective bargaining agreements with employers or their spouses who were ineligible for membership in the union.

On November 17, 1999, Trustee Fiorillo through counsel KSI to the Local reported that he filed the charges as recommended by the IRB and requested that the IBT appoint an Article XIX hearing panel and set a hearing date.

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#### H.DAVID KEATON - Local 600 and International Representative, St. Louis, Missouri

In past issues of the Teamster magazine, we informed you that David Keaton, a member of Local 600 and an IBT International Representative, allegedly brought reproach upon the IBT and embezzled approximately \$2,403 from the IBT when he did not perform any work for the IBT on November 1, November 4 to 8 and November 12 to 15, 1996; he did not request any leave time for those days; and the IBT paid him for work on those dates. His IBT leave time was not reduced for any leave taken during those dates.

On October 21, 1999, General President Hoffa's decision LEI was that Keaton stand suspended from membership for one year from the date of this decision and refund to the IBT \$2,403, reflecting ten days pay for which he received vacation local cash at the time of his termination. On December 21, 1999, less the IRB notified Mr. Hoffa that the decision was inadequate.

#### I. HAROLD BRANCHE - Local 771, Lancaster, Pennsylvania

In the last issue of the *Teamster* magazine, we informed you that Local 771 member Harold Branche allegedly brought reproach upon the IBT, embezzled money from Local 771 and violated his fiduciary responsibility to the members by causing payments to be made to himself and another member without approval and disclosure to the Local's Executive Board and members. As a result, he personally received a payment of at least \$2,089 to which he was not entitled and consented to the payment of \$2,284 to another member. The Local 771 Executive Board requested that Joint Council 53 hold the hearing because of its potential lack of independence with Branche. On December 21, 1999, the IRB notified Local 771 that it agreed to have Joint Council 53 hold the hearing and issue a decision.

#### J. VINCENT FATTIZZI (FORMER RECORDING SECRETARY), VINCENT FATTIZZI, AND DINA FATTIZZI - Local 851, Valley Stream, New York

In past issues of the Teamster magazine, we informed you and 1 that former Local 851 Recording Secretary and member Vincent Fattizzi, former member Vincent Fattizzi and member N.T. Dina Fattizzi allegedly brought reproach upon the IBT by knowingly associating with Anthony Razza after Razza was 115 c permanently barred from the IBT and all IBT positions and alls enjoined from participating in union affairs. Mr. Hoffa filed the charges against each Fattizzi and he then referred the frin charges back to the IRB for a hearing. The IRB scheduled a with hearing for November 15, 1999; however, former Recording ment. Secretary Vincent Fattizzi and former member Vincent Fattizzi submitted agreements to the IRB wherein each is perma which nently barred from the IBT. The agreements were submitted [1-800 to Judge Edelstein on November 16, 1999. The hearing for ton, I Dina Fattizzi has been scheduled for February 9, 2000. 434-8

#### isel K. SEYMOUR, MARK, ELYSE AND JEFFREY nd- HITTNER - Local 917, New York, New York

cle In the last issue of the Teamster magazine, we informed you that Local 917 member Seymour Hittner allegedly maintained a sham membership while being an employer ineligible for membership in the union. Members Mark, Elyse and Jefrou hey Hittner allegedly maintained membership in the union er- while being part-time employees ineligible for membership in the the union under their contract and not governed by a collecnen twe bargaining agreement. Charges were filed and the Execu-1 twe Board held a hearing on December 14, 1999. On Decemnot ber 23, 1999, Local 917 notified the IRB that the four Hitim mers were found guilty as charged and were permanently ced barred from membership in Local 917. The IRB has the matter under review.

#### ion [, EDWARD J. MIRELES AND PAUL J. ROA - Local one 952, Orange, California

BT In past issues of the Teamster magazine, we reported that ion local 952 Secretary-Treasurer Edward J. Mireles and Busi-99, less Agent Paul J. Roa allegedly required business agents to te. All to make a month's dues payment in a timely manner, hereby making them ineligible to run for office in a Local Inion officer election. The Report further alleged that Mirened stestified falsely concerning the Local's practice of requiring abusiness agent to miss a monthly dues payment and in incouraging the Local officers and employees to lie to the

Charges were filed against Mireles and Roa, and panel learings were completed on May 13, 1999. A decision by the General President on Roa found him not guilty of the charge. decision by the General Executive Board on Mireles found to m guilty and imposed a sanction that Mireles be removed ted from office and suspended from membership in the IBT for tial bree years. By letters of November 1, 1999, the IRB notified It. Hoffa on Roa and the General Executive Board on Mirethat their decisions were inadequate. On November 8, 1999, Mr. Hoffa and Mr. Keegel for the General Executive board notified the IRB that their decisions stand as previously lated. On November 30, 1999, the IRB notified Mireles and A loa that it set a hearing for February 14 and 15, 2000; howmer, the hearing was subsequently changed to February 17 you and 18, 2000.

#### ber N. TOLL-FREE HOTLINE

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Since our last report to you, the hotline has received about was 125 calls reporting alleged improprieties. As in the past, all and alls which appeared to fall within IRB jurisdiction were iled referred for investigation. Activities which should be reported the for investigation include, but are not limited to, association d a with organized crime, corruption, racketeering, embezzleling ment, extortion, assault, or failure to investigate any of these. Continue to use the toll-free hotline to report improprieties

ma, which fall within IRB jurisdiction by calling 1-800-CALL-IRB 11-800-225-5472). If you are calling from within Washingfor ton, D.C., dial 434-8085. The IRB facsimile number is 202-434-8084.

#### V. CONCLUSION

As always, our task is to insure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities. If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline noted above or you may write to either the IRB Chief Investigator or the IRB office:

Charles M. Carberry, Chief Investigator 17 Battery Place, Suite 331 New York, NY 10004

Independent Review Board 444 North Capitol Street, NW Suite 528 Washington, DC 20001

# Teamster Women's Conference

Working, Helping, Educating, Achieving,

reating new avenues, developing opportunities, fostering cooperation. The first Teamsters Women's Conference will be dedicated to building the influence and presence of women within the Teamsters.

"Women need to have avenues to become more active in the union," said

Cheryl Johnson, Director of the Teamsters Human

Rights Commission and coordinator of the Women's

Conference. "But to become more active, women need to have the opportunity to develop leadership skills."

The Teamsters Women's Conference is designed to fulfill that goal. The conference will be held May 19-21 at the Flamingo Hilton in Las Vegas, Nev.

The conference workshops are being developed by 35 women from across the nation. Workshops include:

- Arbitrations
- Grievance Handling
- Family and Medical Leave Act
- Non-Traditional Jobs
- Teamsters Union Structure
- Sexual Harassment



Yes, I am interested in attending the conference.

NAME

ADDRESS

CITY, STATE ZIP

PHONE NUMBER

EMAIL

**EMPLOYER & LOCAL UNION** 

JOB TITLE

Send to: IBT Women's Committee, c/o Cheryl Johnson, IBT Human Rights Office, 25 Louisiana Ave NW, Washington DC, 20001 or e-mail ibtwomen@hotmail.com

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affordable Medicare supplement insurance available to retired members at age 65.

I encourage all Teamsters to support having a long and healthy retirement.

Frank Benz (retired) Local Union 705 Chicago, Illinois

#### A Turkey of a Gift

Could you answer a question for me? Why, in this day and age does United Parcel Service give their employees a turkey for Christmas?

With profits on the rise at UPS, I consider this an insult! The employees are the ones who made this company what it is today.

This might have been good in the "depression era," but nowadays, why can't UPS give out a yearly bonus?

In other words UPS gives their employees the "bird" for Christmas!

Pat McInerney Local Union 688 St. Louis, Missouri

#### **More Teamster History**

As a Teamster retiree I am very happy to see the much improved *Teamster* magazine and bearing the right name! Thanks to you and the current administration of the International I see great strides being made and Teamster pride returning to this great organization.

Further, let me commend you on "The Teamster Century — Our Union's History." Thank you for it.

Patricia Seabert Local Union 104 Phoenix, Arizona

#### **Reading Between the Lines**

Please forgive my indulgence in again writing for my concern of NAFTA.

I think it's great that President Clinton has agreed to halt "unsafe"Mexican trucks onto our highways. However — let us not be lulled into a false sense of promises. Remember it was President Clinton who proposed and pushed the legislation that made the NAFTA agreement a reality.

As a speaker before the Labor Research Association honoring our Teamsters President James Hoffa, President Clinton did not apologize to the members and say NAFTA was wrong!!! What he did say was — "I don't intend to allow the trucking rules until there are safety measures in place." He did not say the issue of Mexican trucks on our roads was wrong!

Instead he implied that when safety measures are in place it will then be okay to use our roads.

This is a ploy to get the undecided Teamster backing for the Democratic candidate in the upcoming national elections. Let us not be fooled! The Teamsters' strength runs within ourselves — Let no one else weaken us!

Chris Kourambis Local Union 707 Absecon, New Jersey

### Expand the Scholarship Program

In the November issue there was an advertisement for 25 scholarships available for the year 2000. However, in big bold letters its states "Only available for high school seniors who are children of Teamster members." I realize this is a benefit offered to us by the Teamsters.

However, I feel it is unfair that the benefit is not extended to members who want to return to school themselves. I'm sure there are plenty of members trying to continue their education that should be given the opportunity for financial assistance. In the future I hope you change your eligibility requirements.

Christa Koby Local Union 2000 Vancouver, Washington

#### White Collar Hooliganism

On Veterans' Day I went in my local Wal-Mart to purchase an air filtering device to help me cope with my allergies. I was pleased to find a device that seemingly was made in America. But upon closer examination I noticed the American flag on the package only had twelve stars. Above the fake flag of our country, it was written: "Product Made in China." It was an obvious ploy to make the consumer feel they were purchasing a product made here. Pure White Collar Hooliganism!

John W. Hazouri Local Union 947 Jacksonville, Florida

#### **How About D.R.I.V.E.?**

I would like to see a page in the *Teamster* magazine about D.R.I.V.E.

It should show how members can give, how the money is used and what our money is being used for at this time. I've been a Teamster for five years now and never knew about this until I was talking to a Teamster retiree on the picket line for Overnite Transportation.

I work for UPS where we have payroll deduction for D.R.I.V.E. in our contract language. I signed up for \$2 weekly deduction to D.R.I.V.E. Imagine the lobbying efforts we would have if our 1.4 million brothers and sisters gave \$1 a week!

John Valley Local Union 339 Port Huron, Michigan

### Where Are the Construction Members?

Why is it that there are never any articles about construction Teamsters in the *Teamster* magazine? Has the International forsaken us? We are losing jobs left and right to non-unions and there doesn't seem to be any light at the end of the tunnel.

Terry D. Kelly Local Union 505 Huntington, West Virginia



# If he can stand up to communist China, so can you

resident Clinton and big business have lined up to open up the Chinese market by giving it permanent Normal Trade Relations (NTR) status.

NTR is a privilege granted by the Congress to influence a country on trade and non-trade issues. It is not a privilege the Chinese government deserves.

China's record of human and labor rights is abysmal. It's compliance with previous trade agreements equally poor. Since 1990, China has reached four trade pacts with the U.S. The communist Chinese government has violated each of these agreements.

Granting communist China normal trade status removes any opportunity the U.S. has to protect workers from the illegal trade practices of the Chinese government.

Call your Representative and Senators and Say No to Normal Trade Relations with China

Senator U.S. Senate Washington, DC 20510 (202) 224-3121 Representative U.S. House of Representatives Washington, DC 20515 (202) 224-3121

APRIL/MAY 2000

# 100

# TEANISTERS WIN FULFINE UPS JOBS

Arbitration Victory Could Award \$80 Million in Back Pay

New York Local 804 members savor victory

MANANANA

Hrose lictory, local local Mark Softles Strike, lands

#### Let's Keep Working Together

Unions and environmentalists should forge ahead together after the remarkable first step we took in Seattle during the W.T.O. meeting. I was proud to rally and march with so many fellow Teamsters, my daughter and people marching for the health of our common home, this planet. With new strength, we could promote new steps to benefit workers and sea turtles.

Take taxes. Our current tax structure encourages the dangerous and discourages the good. Income, payroll and business taxes make new American plants and family-wage jobs more expensive and thus encourage companies to eliminate or export jobs. Meanwhile, tax policy encourages environmental destruction because pollution and waste remain untaxed and often are government subsidized. This is crazy.

Labor and environmentalists should push for serious new taxation of fossil fuels, toxic chemicals and on waste. If this was done, corporations would start scrambling to make money by doing good, polluting less and hiring more.

Complicated? Definitely, but does anybody want to argue that the existing tax mess is clear and rational? Work is where most of us spend most of our sweat and energy, and work is where the earth will be saved.

> David Bellefeuille-Rice Local Union 378 Olympia, Washington

#### **More Canada**

I am a Canadian Teamster in Mississauga, Ontario, and I am disappointed with the way Canada is left out of the Teamster magazine. We pay our dues and our employers frequently have branches and/or their head offices in America. It is therefore wise to have information in the magazine both north and south of the border.

We have been a part of the Teamsters' growth, and I am sure a more viable part of Teamster history that we have been credited for in a previous issue. We have been doing our share of organizing yet this goes unnoticed. We have our hardships with union busters to and we have done

well in new collective agreements, yet very little is written. I believe that equality can only be achieved within a union if we all strive for it. Union means "one." I think the International should lead the way.

Marlis Nebel Local Union 938 Mississauga, Ontario Canada

#### Who Do You Trust?

Five years ago a letter I wrote was printed in the *Teamster* magazine expressing the importance of organizing C & S wholesale grocers. This would give a level playing field in the grocery industry when it came to collective bargaining.

This past November our warehouse was shut down — eliminating over 400 Teamster jobs. The new owner recently announced that it will contract out approximately 50 stores worth of work to C&S wholesale grocers. Funny how this new owner bought approximately 50 Star markets that were previously supplied by Teamsters warehousemen and drivers. Two things I learned from this: Organize C&S wholesale grocers now! And never, never trust your employers!

> Dennis M. Coull Local Union 25 Boston, Massachusetts

#### **Stewards as Targets**

Your article about steward training seminars has quotes from steward Charles Quion "being a steward is one of the most important and challenging jobs in the union," and also from General President Jim Hoffa "stewards are the linchpins of the union." The problem that was left out of this article is that stewards also have a bull's eye on

Management is constantly looking for ways to turn rank-and-file members against their stewards. Companies are also firing stewards for alleged reasons

Continued on inside back cover

"Speaking Out" is the letters-to-theeditor column of Teamster Magazine, 25 Louisiana Ave., NW, Washington, DC 20001. Letters may be shortened due to space limitations. Please include your Teamster local number when you write.

#### **GENERAL EXECUTIVE BOARD**

lames P. Hoffa General President 25 Louisiana Avenue, NW Toledo, OH 43609 Washington, DC 20001

C. Thomas Keegel General Secretary-Treasurer 25 Louisiana Avenue, NW Washington, DC 20001

AT-LARGE Randy Cammack 845 Oak Park Road

Covina, CA 91724 Fred Gegare 1546 Main Street Green Bay, WI 54302

Chester Glanton 300 S. Ashland Avenue Chicago, IL 60607

Tom O'Donnell 1 Hollow Lane Lake Success, NY 11042

Ralph Taurone P.O. Box 30749 Salt Lake City, UT 84130

TEAMSTERS CANADA Louis Lacroix, President Teamsters Canada 2540 Daniel Johnson Suite 804 Laval, Quebec, Canada H7T 2S3

Larry McDonald P.O. Box 295, St. Albert, Alberta Canada, T8N 1N3

Joseph McLean 460 Parkdale Ave. N., Hamilton, Ontario Canada, L8H 5Y2

CENTRAL REGION 4217 South Halsted Street Chicago, IL 60609

2644 Cass Street Fort Wayne, IN 46808

Dotty Malinsky 9409 Yukon Avenue S Bloomington, MN 55438 Washington, DC 20018

Lester A. Singer 435 South Hawley Street

Philip E. Young 4501 VanBrunt Blvd. Kansas City, MO 64130

EASTERN REGION Jack Cipriani P.O. Box 35405 Greensboro, NC 27425

John Murphy 25 Louisiana Avenue, M Washington, DC 20001

Dan DeSanti 2003 US Route #130, Suite B North Brunswick, NJ 08902

Richard Volpe 6 Tuxedo Avenue New Hyde Park, NY 11040

SOUTHERN REGION Ken Wood 5818 E. MLK Jr. Blvd. Tampa, FL 33619

1007 Jonelle Street Dallas, TX 75217

Chuck Mack P.O. Box 2270 Oakland, CA 94621

Jon Rabine 553 John Street Seattle, WA 98109

Jim Santangelo 9960 Baldwin Place El Monte, CA 91731

lose E. Cadiz 352 Del Parque Street San Juan, Puerto Rico 00912

Ron McClain 2425 Delaware Avenue Des Moines, IA 50317

John Steger 3100 Ames Place, N.E.



International Brotherhood of Teamsters 25 Louisiana Avenue, NW, Washington, DC 20001-2198 202-624-6800 E-mail: ibtcomm@aol.com www.teamster.org

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### Unity is the Key

he Teamsters union earned a monumental victory when an arbitrator ruled in February that UPS violated our contract and must create the 2,000 full time jobs called for in the first year of the 1997 National UPS contract.

The victory was a tribute to Teamster unity and perseverance. It was also historic because the arbitrator ordered the company to pay back wages and benefits to those members denied jobs — our attorneys estimate it could total more than \$80 million, by far the largest back pay award in Teamster history.

While the UPS ruling garnered enormous media attention, Teamster members in other parts of the country also won significant victories. As you will read inside, several days after the UPS decision, Local 104 workers in Phoenix, Arizona won their bitter strike against CSI, a food warehousing operation that serves Kroger and Fred Meyer stores. This victory came after four hard months on picket lines that stretched from Arizona into California. Five days after that, more than 200 Local 444 members settled their six-week strike against Cutrale Citrus. Even in right-to-work Florida, these brave members took on a Coca-Cola subcontractor and brought national attention to safety and health issues that forced them out on the picket line.

In each case, Teamsters said no to corporate greed and stood firm in order to save good, union jobs.

### **Staying United, Beating the Odds**

What made each of these victories possible was the unity and sacrifice of Teamster members and their families. Why did we win? We won because we stuck together. Our movement is about standing up for what is right and what is just. Rather than allowing our differences to jeopardize our ability to build better lives, we joined together to fight a common foe.

Unfortunately, many people still believe that they cannot make a difference. They don't vote. They don't participate in their unions and communities. They are overwhelmed by the challenges that face us.

Our goal must be to engage these people. The Teamsters union is living proof that ordinary people can make a difference. While one voice may get lost in the crowd, together our voices are heard. And when we are heard, we affect not only our own lives, but we make a positive impact on workers around the world.

The labor movement is the only voice that speaks out for working families in U.S. and Canada. And just as we won these three victories, we will continue to win and build better lives, together. We must remember that corporate greed does not rest. And neither can we.

Fraternally,

James P. Hoffa

## TEANUS ERSONS WHAT IT'S LIKE TO WORK PART-TIME AT UPS WHILE PUTTING IN

"It was very frustrating," the Local 63 member said. "It's hard to work all those hours and still not see any of the benefits of it. You give full-time labor, yet don't get a full-time commitment from the company."

FULL-TIME HOURS.

For many Teamsters, that situation is now a thing of the past. In a victory for thousands of Teamster families at UPS, an arbitrator ruled that the company must fulfill its contractual obligation to create 2,000 new full-time jobs as called for in the first year of the 1997 National Master United Parcel Service Agreement.

Further, the arbitrator ordered the jobs be created within 90 days and required the company to pay back wages with benefits. The total cost to UPS could be more than \$80 million — the largest award in Teamster history. Add that to the 2,000 jobs for the third year of the contract that UPS is already in the process of creating, and you've got a lot of happy families with new full-time jobs and full-time benefits.

"This victory reaffirms our commitment to protect the

gains made during the 1997 UPS strike," said James P. Hoffa, Teamsters General President. "The sacrifices of more than 180,000 brave Teamster members was not in vain."

The contract calls for UPS to create 10,0° full-time jobs — 2,000 in each year of the five-year agreement. Company officials refused to create the new positions called for in the first two years of the contract, claiming a reduction in package flow as a result of the strike.

In 1999, under pressure from the Hoffa administration, UPS announced the creation of the 2,000 new full-time jobs called for in the third year of the contract. It was the first year Hoffa was involved in contract enforcement. Following the arbitration award, Hoffa called on UPS to settle the Teamster grievance on the companies' failure to create jobs in the second year of the contract.

The new jobs will move part-time employees into full-time positions. About 60 percent of UPS's hourly employees currently work on a part-time basis.

"We are fully committed to developing more opportunities for full-time work at UPS," Hoffa said. "This victory is the foundation of our effort to build a full-time America."

### Union Fights for Full-Time Jobs

the Hoffa administration has continually fought for more full-time job opportunities at UPS. These efforts are paying off. UPS has been forced to:

- Create 1,100 new feeder driver jobs since this time last year;
- Conduct 290 feeder driver training schools;
- Promote 500 Teamsters into service as feeder drivers since last year;
- Create 2,000 full-time jobs in the third year of the 1997 contract;
- n Abide by the arbitrators ruling to create 2,000 more full-time jobs for the first year of the contract.

  Meanwhile, the union is pursuing a strong grievance that would force

the company to create 2,000 fulltime jobs for the second year of the contract. Teamster attorneys believe that the recent arbitration award should compel the company to create the jobs. ubitration Victory Could Award \$80 Million in Back Pay

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### AWARD

United Parcel Service violated Article 22, Section 3 of the Master Agreement when it failed to create 2000 full-time jobs from part-time jobs during the contract year ending July 31,

The Company is directed to create said full-time jobs within ninety (90) days of this Award and, in accordance with the foregoing Opinion, to confer with the Union without delay with respect to the type and location of those jobs.

Part-time employees affected by the fact that the full-time jobs were not created as required shall be made whole for all losses incurred, including lost hours of work, lost wages and lost fringe benefits.

I will retain jurisdiction in order to resolve any issue with respect to the interpretation or application of this Award upon which the Parties are unable to agree.

George Nicolau, Arbitrator

"We are fully committed to developing more opportunities for full-time work at UPS. This victory is the foundation of our effort to build a full-time America."

- JAMES P. HOFFA, TEAMSTERS GENERAL PRESIDENT

# CONTRACTOR OF THE ACT OF THE ACT

the Kroger grocery chain learned the hard way about the strength of Teamster unity.

CS Integrated Retail Services (CSI), the management company that runs the distribution warehouse for Kroger, Fry's and Fred Meyers, attempted to bust Local 104 at the bargaining table. The company proposed eliminating the Teamster health and welfare plans, cutting wages and eliminating the guaranteed 40-hour workweek.

But instead of destroying the union, management came out on the losing end of a 21-week strike at its warehouse in Tolleson, Arizona. In the end, Local Union 104 members overwhelmingly voted — by a 9-to-1 margin — to ratify a contract with CSI that preserves Teamster benefits and

"The scope of this victory is truly national," said Andy Marshall, Secretary-Treasurer of Teamsters Local 104. "This profitable company tried to impose concessions on our members and we stood up and said, 'No.' We can now hold this agreement up to other Kroger warehouses around the country as an example of what happens when Teamsters stick together."

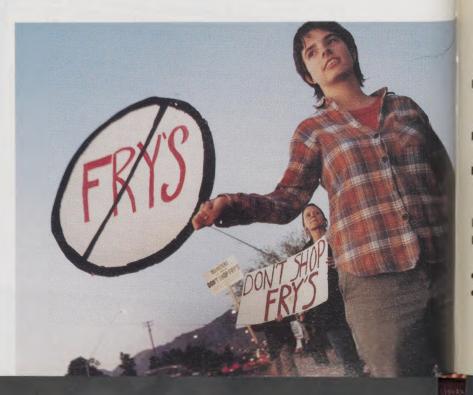
### **Working Together**

The International union engaged in a bold new strategy by extending picket lines to other Kroger-owned facilities (see box). In addition to the extended picket lines, the Teamsters enlisted the help of community activists to educate the public and bring additional pressure on Kroger.

Throughout the strike various civic groups joined strikers on the picket

lines. Religious leaders, teachers, politicians and other labor unions all took their turns walking the line with the Local 104 Teamsters.

"The unity of the Teamsters was crucial in obtaining such a far-reaching agreement," Marshall said. "The support of our fellow brothers and sisters in Southern California directly resulted in this favorable contract settlement."





### **A Winning Contract**

The new collective bargaining agreement:

- ▶ Maintains full coverage under Teamster medical and pension plans
- ▶ Defeats the company's plan to eliminate the 40-hour work week and overtime
- Halted a proposed nine percent wage cut
- Maintains seniority credit for the time on strike

Further, the union won a strong measure of job security when the company agreed to honor the contract in any warehouse in the state where it might move work.

### Strike Showcases Power of Unity

Ithough the strike at Local 104 was just against the one Kroger-owned warehouse in Tolleson, AZ, the Teamsters were able to spread the impact of

the strike far beyond the reach of Local 104.

S-

Joint Council 42 authorized the extension of picket lines to the Krogerowned stores throughout Southern California. Spreading the pickets to other regions accomplished three things:

- Unity throughout Joint Council 42 boosted the morale of the striking workers at Local 104
- Kroger customers were educated about the company's anti-worker policies.
- Management felt a greater impact and more pressure to bargain.

"When we show this type of unity, there are no limits to what we can accomplish," said Jim Santangelo, International Vice President.

The new unity strategy at Local 104 is the first successful effort to save Teamster warehouse jobs threatened by subcontracting.



### On the Line

21 Weeks with Local 104's Art Seechoma

rt Seechoma was on strike at the Kroger warehouse for 21 weeks, but that doesn't mean he stopped working. As a strike captain, Art's days were much longer than his typical shift as a forklift driver.

"I was responsible for keeping up the strike line," Seechoma said. "We maintained a tent with drinks

and snacks for our strikers. Many times I paid for snacks out of my own pocket, but I was determined to do whatever it took to keep morale up."

One of Art's duties was making sure Teamsters

remained out of the danger posed by the unsafe scab drivers. The scabs' inexperience not only endangered strikers and the public, but also caused an estimated \$80,000 of damage to goods and equipment.

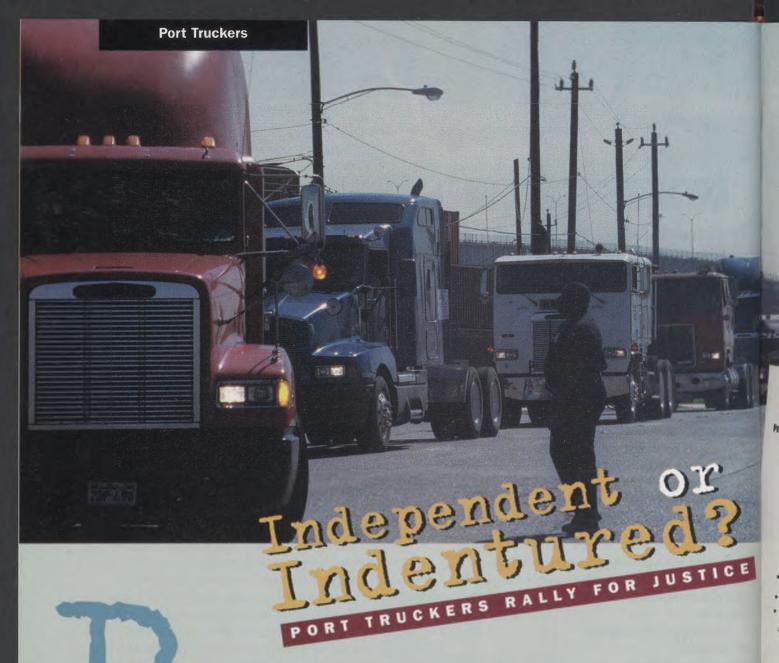
"The icing on the cake was when a scab driver actually hit one of their security guards on the way into the warehouse," Seechoma said. "These guards were hired specifically for the strike, but the scabs made them sympathetic to our cause."

Art and his wife were fortunate enough to have some money in their savings account to

help make ends meet during the four-month strike. With three kids to feed it wasn't easy, but between the savings and a weekend side job, the Seechoma's made it.

"My situation enabled me to devote a lot of energy to the strike. The guys knew if I wasn't at the strike line, something must be wrong," he said. "I was determined to put in as much time as I could. This job is our livelihood, and I was going to make sure that I did whatever it took to ensure that my Teamster brothers and sisters get what we deserve."





Port trucker Luis Espindola feels the pinch. Maintenance. Fuel. Loan payments.

"I'm lucky if I make 20 cents a mile in this truck," Espindola said.

Espindola's is one of the thousands of port drivers nationwide who haul containers to and from the nation's seaports. Port drivers are among some of the lowest paid truckers in the U.S. and Canada, and they're fed up.

With the support of the Teamsters, Espindola and 450 other port truckers converged on the Port of Houston to air their grievances. They presented industry and port officials with a "Port Driver Bill of Rights" and demanded that the industry recognize their right to bargain collectively. Houston's port truckers joined fellow truckers in New York, New Jersey,

Boston, Seattle, South Carolina, California, Florida, Georgia, Baltimore and Detroit in a nationwide call for justice.

"Multinational steamship lines have created a system that imposes third world wages on American and Canadian truckers," said George Cashman, Teamsters Port Division Director. "The steamship lines and our ports are overseeing a cutthroat race to the bottom."

### Independence?

While longshore, rail and shipping company employees enjoy comfortable, middle class lifestyles, port truckers struggle to meet expenses.

Instead of being able to form a union, port truckers are classified as "independent." But in reality they

aren't independent at all; they are essentially full-time employees beholden to a cartel of wealthy shipping companies. They report to the same company each day, and follow the work rules and route directions of the company.

In the past, the Internal Revenue Service and some trucking companies acknowledged that the truckers are employees. But many companies won't budge, because they are making money by deferring the expenses of having full-time employees onto the truckers.

"It would be as if an office worker had to purchase their own computer, maintain it and then upgrade their software out of their own pocket," Cashman said. "Why should we stand for this just because these people

## Workers Cement Organizing Win

**500 Georgia Concrete** 

**Workers Vote Teamster** 

aul Reed figures that Atlanta's Thomas Concrete ran two campaigns during the Teamsters recent organizing drive.

The first campaign was the typically vicious and brutal anti-union campaign complete with mandatory meetings, films and other propaganda.

The second campaign was equally vicious, but by Reed's estimation, Thomas Concrete unknowingly ran the most efficient pro-union campaign he'd ever seen.

"If it wasn't for the awful way they treated us, we'd never had a union," said Reed, who asked that his real name not be used. "It's tradition down here in Georgia. They don't want unions here. But they treated us so bad, that a lot of folks just got fed up with it."

One particularly intolerable policy was the company's 95 percent attendance rule. If an employee dipped below 95 percent attendance on the company's six day work week, they lost their vacation and holidays.

### A Quick Start

The drivers had been itching for change, but it wasn't until Reed called Local 528 organizer Scott Chandler, did anything happen. And when it did it happened fast.

After the first meeting, organizers had enough union cards to file



for an election. It was an exceptional feat considering that Thomas workers are spread throughout 20 plants in the Atlanta area.

The 500 drivers voted for Local 528 representation and were certified in January.

"They tried to make it hard on us, using scare tactics, but there were still a lot of guys involved," said Jerry Falce, a Thomas driver and volunteer organizer. "I felt really good going into the election. As they were tallying the votes and putting them in piles, it looked dead even for a while. But I just knew our pile was going to be bigger."

"The way I look at it is: When you play by the rules and you get out and do a good job, God smiles on you," said Ken Hilbish, Local 528 President. "The key to this drive was being personal. We just kept in touch and kept staying in touch."

"The company doesn't understand that when you're talking union you're talking about people," Reed said. "The Teamsters didn't come in and organize, the people organized themselves."

### **Port Driver Bill Of Rights**

Port Drivers have certain fundamental rights, including the right to:

- Person Denens:
   Pay for all the time it takes to do assigned work including waiting time maintenance and repair time, and time taken moving containers within the port. Road wars should not be forced by port of rayage charge Safe and road ready equipment at time of dispatch.
- sine and road-ready equipment at time of dispatich; Yoperly labeled containers, of a safe weight for transport over public treets and highways. When driver equired to haut containers the ready of the properties of the properties of the properties of the safe and the properties of the properties of the safe and have forciad "whiste-blower" protection in reporting over-eight containers which turn out to be unsafe.
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- an and oppression, and seedom to organize and form a union without the interference of employ-section to organize and form a union without the interference of employ-is. Threats of retitation, blackdists, the threat of being permanently allowed or first, all these violate the letter and spirit of state and feder-law and the conventions of the International Labor Organization.



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Compounding the problem of sustenance level wages has been the spike in diesel fuel prices. In the span of three weeks diesel fuel prices jumped 20 to 60 cents – over the past year oil prices have increased by 119 percent. The price spike takes a bite out of the truckers' already thin earnings.

"These working people are being left out to dry," said James P. Hoffa, Teamsters General President. "When you examine the exploited workforces in the United States and Canada, you must include port drivers. The Teamsters are committed to fixing that."

### **AFL-CIO Supports Overnite Strikers**

AFL-CIO Commits \$500,000 to Overnite Campaign

The Teamsters unfair labor practice strike against Overnite Transportation Company recently received a boost from the AFL-CIO.

The Teamsters were forced out on strike against Overnite, a subsidiary of Union Pacific, last October. The strike against the largest non-union, less-than-truckload carrier began in Memphis, Tennessee and quickly spread to 140 Overnite terminals in 39 states.

AFL-CIO President John Sweeney presented a \$500,000 organizing grant to Teamsters General President James P. Hoffa at Teamster headquarters. The grant will usher in an aggressive new phase of the Teamster campaign against the truck line. The activities will include:

- ► Intensifying and expanding strike line activity
- ► Communications to Overnite customers
- ► Lobbying of local and national government officials by Overnite employees
- ► An information campaign aimed at Union Pacific shareholders
- ► An advertising campaign calling attention to Overnite's history of law breaking

"The contribution from the AFL-CIO not only gives us momentum for an aggressive new phase of the Overnite campaign, it also sends a

TEAMSTERS .



strong message to Overnite," Hoffa said. "We are committed to this struggle and the Teamsters will be here as long as it takes."



### BED BATH & BEYONT

### **Making Overnite Sing Soprano**

**Teamsters Brush Fame, Warehouse Brushes Overnite Off** 

fame last December. Well, sort of. Soehl of Local 560 and Gallow of Local 807 followed an Overnite truck to a Newman Distributors warehouse in Teteboro, New Jersey. It just so happened that a scene from the Sopranos, HBO's hit series about "family" life, was being filmed at the warehouse. And there were plenty of Teamster drivers from Local 817 ready to honor the Overnite picket line.

"One of the movie captains came out and said they'd pull everything out when we set up the line," Soehl said. "We went and talked to the warehouse manager, and he told the truck to take off. There hasn't been an Overnite truck there since."

### **Teamsters Step Up Consumer Campaign**

ed, Bath and
Beyond, a megaretailer of bath and
linen products, is one of
Overnite's major customers. Over the course
of the strike against Overnite, they have steadfastly continued to use Overnite's services, despite
the truck line's resume of
illegal actions.

But Bed, Bath and
Beyond hasn't just supported unfair practices at
Overnite. Consider this:
In April, eight former
employees filed suit
against the company
alleging that it engages in
systematic discrimination
based on race, fails to promote women and AfricanAmericans and lacks

effective policies to promote equal opportunity
In June, the United
Methodist Church sponsored a shareholder proposal urging the company to diversify its board of directors. The proposal was overwhelmingly rejected. The current board continues to lack female or minority representation

Combine these activities with Bed Bath and Beyond's complete disregard for Overnite workers and the company has compiled a terrible civil rights record. The Teamsters are asking members and their families and friends to send Bed,

Respect Human Rights.

clear message:

Bath and Beyond a

SUPPORT



hen Sucocitrico Cutrale bought a Minute Maid juice plant in Auburndale, Florida, it tried to put the squeeze on the more than 200 Local 444 Teamsters. Within days

of Cutrale's purchase of the plant, management forced all of the employees to reapply for their jobs, eliminated the pension fund, ended sick leave and terminated worker's life insurance. Workers also saw their health insurance costs double and their salaries cut by one-third.

So, workers were forced to put on a squeeze play of their own. In response to Cutrale's failure to address worker concerns and bargain fairly, more than 200 Local 444 members began an unfair labor practice (ULP) strike on January 7.

After six weeks on strike and a battle over safety waged in the national media, workers overwhelmingly approved a three-year agreement that brings them wage increases and job security. It also addresses the numerous safety and health concerns.

### At Risk: Safety and Health

The strike was as much about safety
— worker and consumer — as it was
about wages and benefits.

After profitably operating the plant for 30 years, Coca Cola sold its Minute Maid facility to Cutrale, a Brazilian juice company.

The new owners weren't just bad for Teamster wages, they were bad for worker health and safety. After the takeover, a worker was killed in an electrical accident when bosses told him to do a job he was not properly trained to do. Ammonia leaks forced the evacuation of the plant and sent several Teamster workers to the hospital.

"When Coke turned over responsibility for plant operations to Cutrale,

## THE TEAMSE

**TEAMSTERS WIN STRIKE AT FLORIDA JUICE PLANT** 

### **Tickets to Go Around**

ather than focus on the law-breaking behavior of the corporate bosses, Auburndale police decided to clamp down on Local 444 strikers and supporters.

Police started ticketing any motorists passing the picket line that honked their horn in support of the strikers walking the picket lines. Apparently, honking is a violation of the town noise ordinance.

The strikers responded by piping up their protests. "We will not be silenced," said Joe Morgan, Jr., Local 444 President.



that's when the safety problems started," said Gary Gibson, a 17-year Teamster at the plant.

Workers weren't the only ones at risk. When Coca Cola owned the plant, it shut down the production line once per week for cleaning. Workers reported that Cutrale rarely closed the lines more than once per month. In fact, the plant failed a December inspection by the Florida Department of Agriculture. Inspectors cited 30 violations including: filth from floor buildup on food containers, flaky paint on ceilings over tanks and mold on ceilings and walls.

or

Less than one month after the strike began, Coca Cola was forced to recall its Hi-C orange juice fruit drinks produced at the plant.

"The recall showed what workers predicted was true. Coke had lost all quality control at the facility," said Joe Morgan, Jr., President of Local 444.

### **Keeping Up the Pressure**

Teamsters brought the national spotlight to the concerns workers had attempted to address for months. As a result of the strike and the intense public scrutiny on safety and health issues, procedures at the plant will change. Minute Maid will begin an around-the-clock monitoring program of all production facilities at the Auburndale plant. Cutrale is now working to obtain Coca-Cola's Quality System Certification.

"We're encouraged that Coca-Cola/Minute Maid responded to workers' concerns," said Morgan. "We're looking forward to working with the company to ensure product safety."

"I'm glad to see that Coke is taking our warnings seriously," said Eric Meissner, who has worked at the plant for 29 years. "I hope the monitoring and certification process will bring about real change inside the plant."

## ER SQUEEZE



### **A Unity Contract**

Local 444's new three-year contract includes:

- ▶ A 5.75 percent bonus in the first year
- ► 2.5 percent wage increases in the second and third year
- ▶ Overtime and seniority provisions remain intact
- ▶ Provisions to stop subcontracting





ocals 802 and 145 jointly negotiated a new contract for the Teamsters drivers at Entenmanns' Bakery in the New York-Connecticut area.

But the contract didn't come easy. Negotiations came within hours of a strike showdown. The locals had lined up support from the Bakery, Confectionary and Tobacco Workers(BCTW) union that represented the workers inside the bakery.

"We basically had marathon bargaining sessions," said Kevin O'Toole, Local 145 Secretary-Treasurer. "Entenmanns's had walked away from the table, and we were ready to strike them. But we met them on Sunday at 8 a.m. and negotiated around the clock until noon the next day."

Quickly ratified by the members, the contract has many improvements including an increase in the drivers' base salary as well as an increase in their commission. It also includes:

- The elimination of a two-tier pay system
- Increases in the vacation allotment. Drivers will receive three weeks for five

years worked, four weeks for 10 years and five weeks after 18 years

- Increases in Pension and Health and Welfare Contributions
   An extra holiday was added
- "This is an excellent contract,"
  O'Toole said. "We had a lot of support. From the BCTW to [Bakery Division Director, negotiations chairman and International Vice President] Rich Volpe to International

Division Director, negotiations chai man and International Vice President] Rich Volpe to International Rep. Dennis Raymond, a lot of people worked together to make this contract happen."

### Local 714 Court Service Deputies Lock Up Big Gains

fter a long and tedious battle with the Cook County, Illinois administration, Teamster Court Service Deputies won a 17.4 percent pay raise over three years.

The deputies, members of Local 714, are charged with providing court-room and lockup security, the transportation of prisoners, child support enforcement, civil process, warrants, levies, evictions, jury transportation and community service enforcement.

"Often the public doesn't see the extent of the work these officers do. And worse than that, the county has failed to recognize that these men and women safeguard the entire Cook County Court system," said Robert A. Hogan, Secretary-Treasurer of Local 714. "We've really been able to change the way they are viewed since we organized them. These men and women are hardworking law enforcement officers and they deserve that respect."

Since the deputies organized in

1988 and ratified their first contract a year later, the union has been able to more than double their wages. Additionally, the deputies have seen dramatic increases in job security, benefits and working conditions. As a result of the new contract, deputies also received close to \$9 million in retroactive pay that covers wages and overtime.

"These law enforcement profes-

sionals deserve every bit of this contract," said Mick Vendafreddo, a Local 714 business agent. "This contract is a monument to the hard work and dedication of their negotiating team and the deputies' stewards. We're proud that they are members of Local 714." "Often the public doesn't set the extent of the work these officers do. And worse than that, the county has failed to recognize that these men and women safeguard the entire Cook County Court system."

—ROBERT A. HOGAN, LOCAL 714 SECRETARY-TREASURER



Your first name and initial

Joint Filers With No Dependents 99 1999

OMB No. 1545-0675

Use the IRS label

If a joint return, spouses first name and initial

Home address (number and street). If you have a P.O. box, see page 12.

Apt. no.

Last name

Last name

Your social security number

Spouse's social security number

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Total wa WITH TAX DAY LOOMING, WHO'S FOOTING THE BILL?

regory Taylor straddles a beat-up desk chair in the maintenance office of the Robert Fulton housing project in New York City. He is trying to be polite, working hard to be calm as he talks about what's become of his dream to escape the paycheck-to-paycheck existence he's lived with all his life. But it's clear that when the subject

of money and taxes comes up, there's a deep well of frustration and resent-

ment just waiting to rise to the surface. "I don't see an economic boom, and if I try to get into the boom they take it away from me," Taylor said. "This is all media hype — Wall Street is making millions of dollars in perks, but I'm still living paycheck-to-paycheck. I don't mind paying taxes, but I do mind that when you try to get ahead by doing overtime, the govern-

Taylor pulls a wadded-up pay stub from his shirt pocket and slowly unfolds it. In the overtime column, the tax rate is almost 50 percent – which Taylor will get back when he files his annual tax return, but for someone living check-to-check, refund day can seem a long way off.

ment takes half of it away from you."

### How Much Did You Write Off Last Year?

Taylor is not a young man harboring unrealistic expectations about what society owes him. He's a 43-year-old father of three who's been in the hous-



ing maintenance field for 15 years. He's a Local 237 shop steward at the Fulton Houses. He's been watching money drain out of his paycheck every year for a long time, and he's convinced that working people in this country are getting the shaft from the tax man, especially if you're married with dependents.

"If you don't have deductions, there is no boom," Taylor said.

Of course, there are a host of deductions available to people higher up on the economic food chain. Just think capital gains tax loopholes; mergers and acquisitions tax breaks; business meals and entertainment write-offs; and the handy deduction

known as "accelerated depreciation." Almost three-quarters of the private benefits from tax-free interest goes to those making more than \$200,000 a year. How much do you think Taylor was able to write off last year in business meals and entertainment?

Taylor is right about the mainstream conventional wisdom. Turn on the TV news almost any day and you will meet giddy celebrations of the nation's economic bliss. But buried amid the "media hype" is a growing awareness of the gulf between those who are being lifted by the good times and those who are not. It is a gulf that shows no sign of narrowing; in fact, it is getting worse.

(See page 12.)

If a joint return, does your spouse want \$3 to go to this fund? >



"The middle class is getting squeezed out of the American Dream," said James P. Hoffa, Teamsters General President. "We must fight to not only better our lives through benefits and wages, but ensure that we are not bearing an unfair burden of the cost of civilized society."

The average working family has far less access to deductions and loopholes than people in higher-income brackets and corporations. And the Republican Congress seems more interested in cutting the capital gains tax for the well-to-do than in targeting the middle class for tax relief. But the fact is that the tax bite comes on top of an income gap that shows no sign of going away. Quite the contrary.

Consider these disturbing facts: ■ In 1967, the top 20 percent of this country's population earned 43.8 percent of the income, while the bottom fifth earned four percent. In 1998, the top 20 percent took in almost half (49.2 percent) of the money, while the lowest fifth had slipped to 3.6 percent.

■ The ratio of CEO to non-management worker pay at the 365 largest U.S. corporations ballooned from

42-to-1 in 1980 to 691-to-1 in 2000.

In fact, according to the Economic Policy Institute (EPI), a nonprofit think tank in Washington, D.C., while the fortunes of both wealthy and lowwage workers have improved over the last few years, for people in or about to move into the middle class, the picture is not so rosy.

EPI reports that the inflation-

adjusted hourly wages of middle-wage men were 1.8 percent lower in 1999 than in 1989. Women in this category fared better, relative to 1989. Further, middle-income families are working more hours than ever before; the typical married-couple family with children worked 256 more hours a year in 1997 than in 1989.

### **Tax Reform or Wage Reform**

Indeed, the authors of a recent EPI report on middle-class economic problems argue against tax reform as a means of improving the situation. Instead, measures to raise wages, provide national health insurance, curb interest rate hikes and hold down the value of the U.S. dollar are likely to have a stronger impact.

"Despite their substantial contribution to the growing economy, wages for [middle-class] workers have been stagnant or declining, manufacturing jobs are disappearing at an accelerated rate, and the share of non-college educated workers with employer-provided health coverage has declined," the report stated

Sgt. Jean Dowling-Smith is another Local 237 member. A school safety officer at JHS 216 in Queens, N.Y, she knows a thing or two about having to work more just to stay in the same

### The Rich Get Richer

In 1975, the wealthiest 20 percent of Americans took home 43.2 percent of the total wages. By 1998, their portion of the economic pie had grown by six percent. To pay for the increase to the top wage earners, the bottom 80 percent of workers saw their share drop.

### **Mean Household Income**

(broken down by quintile)

Quintiles	1998	1995	1990	1985	1980	1975
Lowest	3.6	3.7	3.9	4.0	4.3	4.4
Second	9.0	9.1	9.6	9.7	10.3	10.5
Third	15.0	15.2	15.9	16.3	16.9	17.1
Fourth	23.2	23.3	24.0	24.6	24.9	24.8
Highest	49.2	48.7	46.6	45.3	43.7	43.2

place. A mother of two, she has to work a second job in order to pay her bills, which include a mortgage and a high property tax assessment. She's been a safety officer since 1981 and has progressed through the ranks steadily — without, however, seeing a corresponding improvement in her family's standard of living.

"I don't feel like I'm a part of the good times," Dowling-Smith says.
"The price of my bills is going up steadily, but my paycheck doesn't go up that much. And you can't claim anything anymore."

She says she hates having to work two jobs, especially in the winter months. She says when she gets up in the morning it's dark and when she gets back home, it's dark. She would like to spend more time in the daylight with her eight-year-old son Ramel. She doesn't understand why after so many years she would still be just a few months from bankruptcy if she lost her job.

"The middle class is getting squeezed out of the American Dream. We must fight to not only better our lives through benefits and wages, but ensure that we are not bearing an unfair burden of the cost of civilized society."

— James P. Hoffa, Teamsters General President

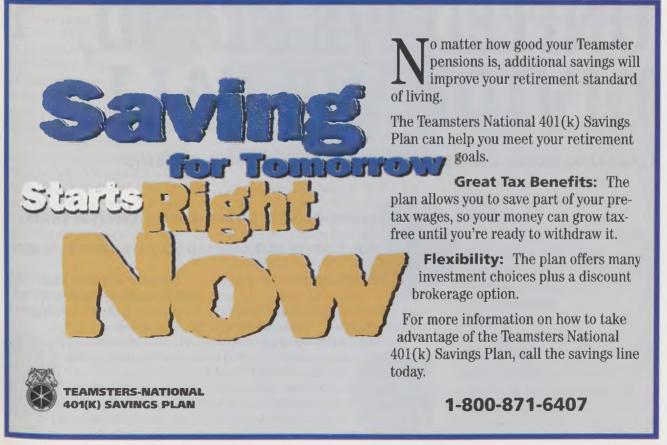
"Every three to four years I get a salary increase, and you know, the most I ever got was \$36 extra a week," the 40-year-old Brooklyn native says. "The rich seem like they're getting richer, and the poor are getting poorer."

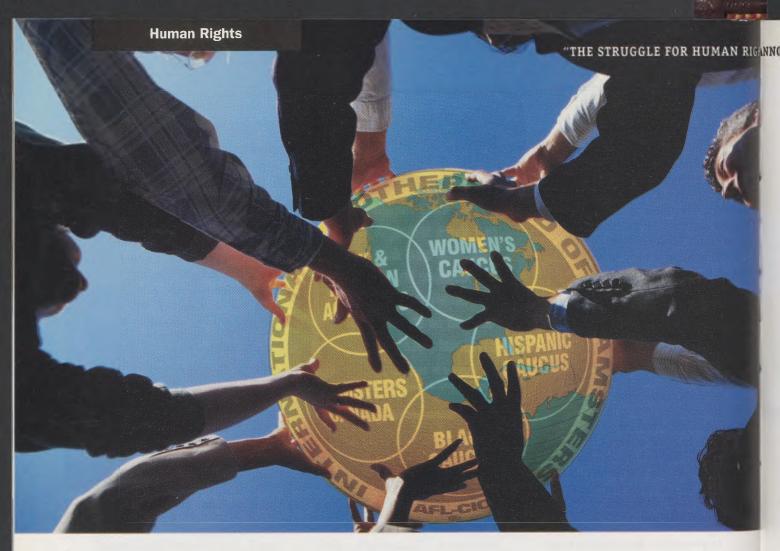
### **Trapped In No Man's Land**

If Dowling-Smith could get politicians to do one thing, it would be to raise the ceiling for the Earned Income Tax Credit. There came a time, she said, when her income was too high for her to qualify, and that hurt. She feels like she's in a No Man's Land where she makes too little to have the luxury of holding down only one job, but she makes too much to qualify for the EITC and other tax benefits available to her when she was making less.

For his part, Gregory Taylor wishes lawmakers would just get out of their Capitol Hill offices every now and then and look at the economic reality for those who don't make hefty contributions to their campaign coffers.

"There's a lot of people living one paycheck from being homeless," he says. "I'd tell them, 'Take a look at the little guy. Just take a look at the little guy."





## UNITED WE STAND, DIWIDE WE FALL

TEAMSTERS HUMAN RIGHTS COMMISSION FIGHTS FOR ALL WORKERS

MPLOYERS LOVE TO EXPLOIT DIVISION. THEY PREY ON GEN-DER, PLAY THE RACE CARD AND ALIENATE WORKERS TO KEEP THEM DIVIDED AND WEAK.

Unions work for the opposite purpose. Unions bring people together. And through the Teamster Human Rights Commission (HRC), the Teamsters are working to involve every member to make the union stronger.

"The Teamsters Human Rights Commission was established as an educational tool to protect and promote the human rights of all Teamster members," said James P. Hoffa, Teamsters General President.

"The struggle for human rights cannot be won by any single group acting alone. Only through unity can a coalition of groups, which share the common goal of dignity and equal rights for all, build better lives for working people."

The HRC has been charged with the placement of a Human Rights Coordinator

SHARE THE COMMON GOAL OF DIGNITY AND EQUAL RIGHTS FOR ALL, BUILD BETTER LIVES FOR WORKING PEOPLE."- JAMES P. HOFFA

for each state and province and a representative is being sought for each local union. Through this structure, the commission will educate the membership on a variety of issues that impact member rights. The commission will also seek to actively involve the membership in its efforts to unify the union.

Recently reorganized, the commission is set to aggressively promote unity within the union. The commission recognizes that the strength of the Teamsters draws from the diversity within the Teamster ranks. By actively promoting participation, the HRC can help build a more effective voice for justice and dignity for working people.

"We cannot allow ourselves to be divided. Because only by standing together can we have the strength and power we need to better the lives of working people," said Cheryl Johnson, Human Rights Commission Director.

### The Teamster Caucuses

he Teamsters have a long history of fighting for civil and human rights. Prior to the creation of the International's Human Rights Commission, Teamster members established caucuses to address human rights issues.

"The caucuses were created by members seeking to unite our brothers and sisters. They are not called to create division, but as recognition that each member is unique. And through that recognition, we can enhance our solidarity and make the Teamsters stronger," said Johnson.

### **Established caucuses include: The Teamsters National Black Caucus** Established in 1975, the

Black Caucus was created to "uphold the principles of the Teamsters movement and to foster the opportunity for all Teamsters to serve in leadership capacities throughout the union

### **Human Rights Commission** Mission Statement

the Teamsters Human Rights Commission is proud of the strength that is drawn from the diversity within the union's ranks. Further, we recognize the need to educate, and to learn that different physical and cultural qualities such as "race, age, color, religion, sex, sexual orientation, disabilities or national origin" make individuals unique and deserving of respect.

The Commission will actively work to involve all members. crossing the barriers of division; increasing opportunities for participation; fighting the discrimination that weakens, and uniting our great union. The Commission will build a network of communication, creating a powerful voice to advocate dignity and justice on the job, in the community, member-to-member, neighbor-toneighbor, throughout our nations and around the world. The Commission will use its energies to strengthen our great union, preserving its foundation for future generations of Teamsters.

and its affiliates. To unite blacks and other minorities and other persons of good will for promoting cultural, civic, legislative, political, educational, fraternal, charitable, welfare, social and other activities which further the interest of minorities directly or indirectly."

**The Teamsters Hispanic** Caucus Established in 1989, the Hispanic Caucus promotes the interests of Hispanic

Teamsters on the state, local and national level. The caucus is dedicated to promote the Hispanic membership in the Teamsters and community service.

### **The Teamsters Women's**

Caucus Established in 1992, the Women's Caucus was created to unify women members of the Teamsters. Recognizing that women form a substantial percentage of the membership, the caucus seeks to encourage women's active participation to enhance the union's

Though no formal gay and lesbian caucus has been formed, gay and lesbian activists battle discrimination both in the workplace and within our ranks.

strength at the bargaining table.

"Regardless of our ancestry, gender or orientation, we are all Teamsters," Johnson said. "Human rights issues are Teamster issues and to maintain our strength we must stand with our brothers and sisters as they face adversity."

### **Human Rights Commission**

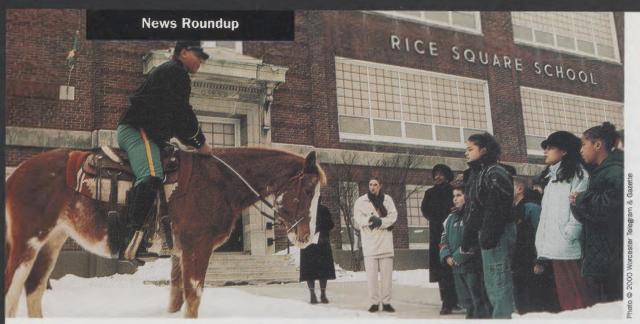
Director: **Cheryl Johnson** Advisors: **Dotty Malinsky Ron McLain Wallace Clements** 

### Commissioners:

Local 2000: David Barrow-West Local 853: **Antonio Christian** Debra Haddock Local 745: **Local 880: Gary Kitchen** Local 350: **Robert Morales** Local 31: **Kathy Peters** Local 986: **Mary Lou Salmeron** Local 808: **Chris Silvera** Additionally each U.S. state and Canadian province will have a **HRC** Coordinator.

For more information on the **Human Rights Commission, the** caucuses and how caucuses are chartered, contact the HRC at ibthrc@excite.com

APRIL/MAY 2000 17



### A Teamster Buffalo Soldier

### **Worcester Teamster Rides into Area Schools during Black History Month**

hen Massachusetts area schools are looking for a fun and informative way to promote Black History Month, they can call in the cavalry. Actually, they can call in Local 170 member Michael Washington.

Washington and Local 170 Secretary-Treasurer Dick Foley created an educational program on the Buffalo Soldiers. Largely ignored by history books, the Buffalo Soldiers was the name of the 200,000 black soldiers who served the U.S. following the Civil War.

After seeing a presentation on the Buffalo Soldiers at last year's Teamsters National Black Caucus convention, Washington and

Local 170 spent the next six months preparing an educational program. They have already scheduled visits at 22 Worcester area schools. The schools are filming the presentation and plan to include the program in next year's curriculum.

Washington dresses in a blue uniform of the post-Civil War era. He mounts a horse and rides up to students and begins his presentation.

"I thought, 'My God, why weren't we ever taught about this," Washington told the Worcester Telegram and Gazette. "This should be taught not as black history, but as American history."

### The Road to a Good Contract

**Five-Year Contract for Western Pennsylvania Construction Unions** 

hen it came to negotiating contracts, the Constructors Association of Western Pennsylvania liked to drag its feet.

The association, which represents the majority of large road-building firms that operate in the western half of Pennsylvania, traditionally dawdles in its negotiations with the area unions. Their dawdling allows them to use the prior year's contract's numbers when calculating "prevailing wages" for nonunion subcontractors. Once those figures are squared away. the association gets serious about coming to terms with the craft unions it employs for the bulk of its projects.

Working together with the Operating Engineers, Laborers, Carpenters, Pile Drivers and Cement Masons — Teamster negotiators decided to turn the table and use the calendar to their own advantage.

Negotiators made it very clear that the ambitious plans for the 2000 construction season were riding on the Constructors' ability to come to terms with their unions before the construction season started. The association's delays put a \$27 million road interchange, a \$38 million light rail project and several more routine construction projects in jeopardy.

Once newspapers began running headlines about the danger of bids being delayed and projects being shelved due to the lack of a union contract, the builders got nervous. And hard-working men and women benefited.

In the end, the roughly 20,000 workers came away with their first ever five-year contract that includes wage increases totaling \$4.35 an hour over the life of the agreement.

Roughly 1,000 Teamsters from nine locals in Joint Council 40 will be covered by the new contract. Michael Yagercik, President of Local 341 was chair of the Joint Council's bargaining committee.

"The threat of not having a contract in time for the construction season got the Constructors' attention, and union solidarity did the rest," said Yagercik. "This contract will bring some stability, and decent wages, to the industry at a time when there's a good bit of work to be done in western Pennsylvania. It's a big win."

### **Solidarity**

**Striking Steelworkers Meet with Teamsters** 

Ruining Kaises.

Hurwite turns the company ground - for the work.

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Steelworkers
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1999 by Kaiser
Aluminum met
with Teamster
strategists to
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Since going out on strike September 30, 1998, representatives of the 2,900 workers have traveled North America to educate people about their struggle.

"Just as we need unity within the Teamsters to win good contracts, we must have unity within the labor movement," said James P. Hoffa, Teamsters General President.

Kaiser's lockout has put not just the workers at risk, but the communities as well. Since the lockout began: ■ On July 5, an explosion at Kaiser's Grammercy, Louisiana plant injured 24 scab workers and sent a cloud of bauxite and caustic lye into the surrounding community. The plant is still closed.

■ Workplace injuries among the inexperienced scab staff have increased 65 percent since the strike began.

Recently the Steelworkers have employed a creative, new tactic. For nearly 50 years, Kaiser's northwest aluminum smelters have received subsidized rates from the Bonneville Power Administration. The Steelworkers have proposed creating a "Good Corporate Citizen" clause to insure that companies who receive this benefit treat their communities and workers fairly.

In addition to talking about the Steelworkers struggle, the group discussed



possible cooperation on the Teamster strike against Overnite Transportation Company.

"We can't win our battles alone. We must be united. That means both within the union and united with other unions," said Carin Zelenko of the Teamsters Strategic Affairs Office. "By sharing ideas and our struggles we can strengthen our efforts and bring these corporate outlaws to justice."

### **Warehouse Division Regional Seminar**

Warehouse Division Director Ken Hilbish has now convened regional seminars in all four U.S. regions. As the *Teamster* went to press, the Division was gearing up for its fifth and final seminar, to be held in Canada.

The two-day seminars featured sessions on how to prepare for a grievance or arbitration hearing, updates on trends in the grocery industry, information on the Kroger campaign and presentations from the IBT Health and Safety Department.

The division's two industrial engineers conducted in-depth briefings on how they can help locals by conducting time standards studies at job sites where Teamster warehouse members are being held to irrational, computer-driven work rules. They report that the backlog of requests for such studies has finally been cleared up, and that they are ready to tackle new requests.

At the Western Regional Seminar, representatives of the United Food and Commercial Workers made a presentation on the threat Wal-Mart poses to both unions. Participants in the seminars are returning to their home locals re-energized and ready for battle.

"That's the great thing," says Hilbish. "There's an awful lot we can do to help ourselves, if we can just get organized and all pull in the same direction. There's no reason this division had to be neglected for so long, and there's no reason it's ever going to be neglected again."



### Local 249 Public Employees Secure Contract

Teamsters who work in the Ross
Township, Pennsylvania Public
Works department recently reached a
settlement with their employer.

The contract includes raises, increases in pension benefits and beats back changes to the health coverage that could have resulted in co-payments for doctor's visits, prescriptions and insurance premiums.

"Teamsters don't believe in co-payments," Local 249's Robert Krecek told the North Hills News Record. "It's a good contract."

### Teamsters Participate in National Groundhog Job Shadow Day

While Punxsutawney Phil was deciding how many more weeks of winter remained, students across the nation were getting an up-close look at the world of work.

At the Teamsters International in Washington D.C., ninth grade students from J. Hayden Johnson Junior High school shadowed staffers as part of the "Groundhog Job Shadow Day 2000," an initiative sponsored by the National School-to-Work office.



"Job Shadow Day at the Teamsters students to not only see the world of work, but to get a better understanding of the importance of unions," said Jerry Boesen of the Teamsters Education

Department. "It's critical that we take an active role in teaching students about labor, and this is one avenue that is fun for the kids and for the adults."

## national contract?

**Master Dairy Contract Returns Power to the Members** 

ONNY WUNN WANTED TO MAKE SOME CHANGES AT WORK BEFORE HIS

APRIL RETIREMENT. AFTER SPENDING MORE THAN 30 YEARS IN THE DAIRY

INDUSTRY, HE GOT HIS CHANCE WITH THE MASTER DAIRY AGREEMENT.

Wunn, Chief Steward at Anderson and Erickson in Des Moines, Iowa, rallied his fellow Teamsters to pass the Master Dairy Agreement by a more than nine-to-one margin.

"The best thing about it is that we cannot have contract forced on us anymore," Wunn said. "In the past if we voted down a contract, the Joint Area Committee (JAC) could force us to accept it. Now we have a real say in our contracts."

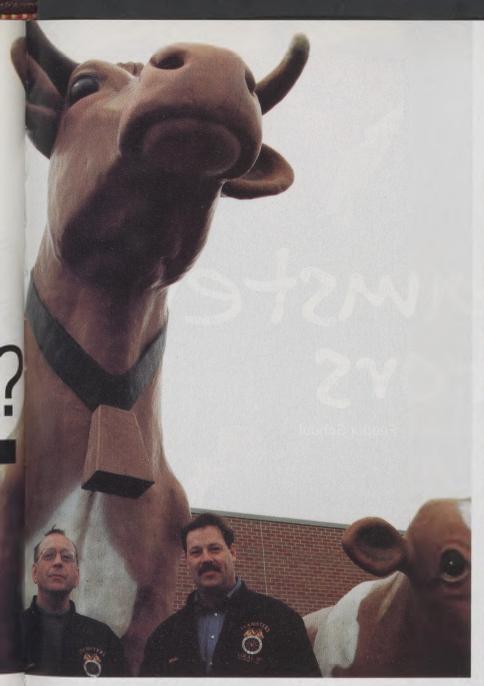
The Master Dairy Contract covers 35 locals. Members work in various

positions including half-pint, half-gallon and gallon operators, cooler, production, dock and intake workers and processing and CIP operators.

### **A Victory for Members**

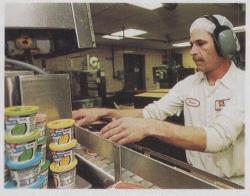
Among the many victories, the new contract ended management's ability to impose settlements on local unions, subcontracting and automatic employer takeaways.

For Wunn, ending imposed contracts meant that his brothers and











sisters would be guaranteed a voice in future contract negotiations.

"Many years ago, our members suffered due to big economic disadvantages between employers from city-tocity," said Scott Gilchrist, a Business Agent for Local 600 in St. Louis. "At that time, the Master Dairy was changed to allow the Joint Councils to impose agreements once the two-sides had reached an impasse to give everyone a level playing field. This clause was outdated and too often used to the members disadvantage."

### Ready to Strike

HIS

IRY

According to Mike Klootwyk, Iowa Dairy Chairman and Secretary-Trea-

surer of Local Union 387 in Des Moines, Iowa, the negotiations went to the wire.

"We were just one phone call away from going on strike over the imposed contract issue," Klootwyk said. "This single issue made the difference in this contract."

Fred Gegare, who led the contract negotiations and serves as International Vice President and Dairy Director, lauded the work of members like Wunn who led the efforts to pass the contract.

"The members made this effort successful," Gegare said. "This contract will continue to protect our workers well into the new millennium."



**Local 639 Prepares Members for Feeder School** 

s a Teamster feeder driver at UPS, Art D'Amico knows feeder school can be tough. That's why the shop steward, a 21-year employee, worked with Local 639 to create a pre-feeder school workshop.

Stewards D'Amico, Bill Meadors, **Zeke Wineglass and George Taylor** hosted the two-hour workshop at the Local 639 hall in Washington, D.C. More than 20 prospective feeder drivers — the drivers that haul UPS packages from city to city --- engaged in an open dialogue about the rigors of becoming a feeder driver.

As a result of the rail yard problems last summer. UPS has held more feeder schools than usual. Unfortunately, at several of the schools, the dropout rate among attendees hit 50 percent. By creating a preparation course, D'Amico believes Local 639 can improve its retention rate.

"It's kind of a 'Scared Straight' thing, where we can let people know exactly what's involved so they can better determine if they want to make the commitment." D'Amico

"Our job as Teamsters is to work to promote members and build a better workplace. We always must look out for innovative ways help members succeed."

—JOHN CATLETT, LOCAL 639 SECRETARY-TREASURER

said. "The advantage is giving our guys the perspective of someone who's been there. And because management isn't there standing right behind us, we can be open about answering questions."

D'Amico focuses on the union perspective of the "qualified" list. the process of obtaining a commercial driver's license and how seniority works. He also concentrates on the realities of being a "cover" driver who is essentially on call 24 hours a day.

"I recommend it to anybody who's even considering going into the feeder department," said Neil Potts, a Local 639 steward who

attended the class. Potts attended the class not because he was interested in becoming a feeder driver, but as a way to get answers to questions he has to field as a steward.

By better preparing Teamsters for advancement, the workshop reduces the opportunity for non-Teamsters to be hired off the street and allows more people to move up the ranks into full-time positions.

"Our job as Teamsters is to work to promote members and build a better workplace," said John Catlett, Local 639 Secretary-Treasurer. "We always must look out for innovative ways to help members succeed."



PS driver Jerry McCauley isn't afraid to work. Last fall, after 11 hours delivering packages around rural West Virginia, McCauley would start his second job: Teamster organizer.

McCauley joined Carl Jordan and other Local 175 volunteer organizers and stood outside the gates of Bruce Hardwoods in Beverly, West Virginia. They distributed literature and offered insights on the benefits of being a Teamster.

Their words were convincing. The workers, who manufacture hardwood flooring from the raw lumber to the finished product, stood up and got behind the organizing campaign.

"They were firing people on a whim. I mean there were guys working hard, busting their butts and then boom, they're fired," McCauley said. "That's not right. They needed a strong union to stand up to that."

"It was time that we had somebody there for us," said Cindy Lanham, a six-year Bruce employee. "The company would just change policies to suit their needs, and they never took us into consideration."

The company treated its employees with disdain. The turnover rate was 21 percent — seven times the turnover rate of other employers in the community.

"Job security and dignity on the job were the big issues," said Ken Hall, Local 175 President. "One female worker was fired because she had to go to the doctor. She found two lead persons and told them she was leaving. She brought back a doctor's slip. But they fired her. People don't need to be treated like that."

Bill Shomo is the perfect example. Shomo, a former coal miner, was fired because of his support for the Teamsters.

"It goes to show you why you need a union," said Shomo, who won his case before the labor board. "I'm pretty straightforward about what I do. I pushed for the union and they didn't look to kindly on that."

### **A Volunteer Effort**

Local 175 marshaled members and retirees in the effort to make Bruce Hardwoods union. Mike Ringer, another UPS driver, answered Local 175's call.

"The union has done a tremendous amount for me, and I really see it as my duty to help out when I can," Ringer said. "What was really good was that the people knew us from the community. That had a good effect. They see us on the street; they're our neighbors.

Retirees joined the current members in the campaign.

"It was an easy thing for me to do," said Paul Smith, a UPS driver who retired in 1997. "The union worked for us, and in turn, we need to give back."

The effort paid off. Workers voted 277 to 222 for Teamster representation.

"I was confident pretty much all the way," Lanham said. "But when we heard the results I was screaming and yelling. We were on Cloud Nine."

### **Hard Work To Come**

Local 175 and Bruce are currently negotiating the terms of a first agreement. The volunteers are watching the negotiations just as closely as the new members.

"It's a great feeling to know that everybody worked together," he said. "I can't wait until they settle their first contract."





### FROM THE GROUND FLOOR

500 Hardwood Flooring Workers Vote for Teamsters

### **Local 810 Opens Window** to Organizing Win

80 New Jersey Workers Say "Teamsters Yes"

t may not have been the easiest organizing victory Local 810 Secretary-Treasurer Steven Gilman can remember, but it was close.

In just two months Local 810 organizers signed up 80 workers at Architectural Window Corporation (AWC) in Maywood, New Jersey.

Working as a team with Local 810 trustee Nelson Silva, organizer Michael Smith and AWC committee members Iose Santos and Rene Urbaez, Local 810 collected enough cards to be recognized. And once AWC saw the overwhelming support for the union, the company voluntarily recognized the workers' wish to join a union.

"Local 810 speaks for itself," said Gilman, "We're a great organization that's here for the members, and the workers at Architectural Window recognized that."

The workers, who make replacement windows for commercial buildings in the New York City area, are now enjoying the benefits of unionization. Contract negotiations yielded a 24 percent increase in wages.





### Connecting in Connecticut

Hospital Workers Vote Teamster

hen the non-professional staff a St. Raphael's Hospital attempted to organize, management questioned what the maintenance staff got for their dues. Local 443 President and business Representative Bob Bayusik was happy to provide an answer.

"Try a written contract with detailed terms of employment, an independent agent to negotiate wages, guaranteed wages in every year of the contract and a Teamster pension plan that far exceeds the hospital's plan," Bayusik said. "They were trying to get people to believe that the union could not get them anything. The funny thing was that in their ranks were union members who were already enjoying the benefits of being a Teamster."

The more than 875 workers at the New Haven, Connecticut hospi tal liked what they heard and votel overwhelming to join the Teamsters. After their second electionthe first election was overturned due to the administration's objectional conduct - workers in the dietary and environmental departments, the unit clerks, EEG and audic-visual technicians now have union representation.

Originally, Local 443 was hoping to represent 400 workers, but hospital management tried to dilute the unit's strength by doubling the size!

Their plan didn't work. In fact, management just kept adding fuelt the organizing flame.

### LaGuardia Workers Land Teamster Representation

Two Wins Bring In 200 New Members

ccess is key to organizing. Just ask Local 808 organizer Cynthia Rivera.

In the span of about six months, Rivera was able to organize about 200 workers at New York's LaGuardia Airport.

"What we're talking about was an airport, so I could always reach the people," said Cynthia Rivera, a Local 808 organizer. "These folks aren't locked away in some office somewhere. They're visible and available at a very public workplace."

After weeks of meeting and airing their concerns, the more than 150 cleaning and maintenance staff voted 101-1 for union representation.

Just a few months later, Rivera was in the midst of it again. LaGuardia's ground transportation agents — those folks who help travelers arrange cars, vans and buses — were tired of the treatment they received from management. Seniority was never respected and the co-pays for insurance were taking an enormous bite out of the employees' paychecks.

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Unfortunately, the biggest opposition came from another union rather than the employer. The other union passed out negative flyers on the Teamsters. But the agents saw right through the ruse and voted 29 to 1 for Teamster representation.

"The one no vote was for "No Union Representation." The other union didn't even get a vote," Rivera said.



### **Basic Union Busters Stymied**

**Vegetable Workers Standing Firm** 

asic Vegetable Products (BVP) employs every trick in the book in its effort to break the will of the 750 Teamsters striking its King City, California plant. BVP has hired scab replacement workers, filed bogus disciplinary charges, and escalated its demand for wage concessions to cover its costs for the strike. Its labor contractor led over a hundred scabs in a vicious attack on seven strikers and a business agent whose only offense was peaceful leafleting.

"I have no question that the company wants to break our union," said Frank Gallegos, Teamster Local 890 President. "The company has seven other plants. I think they're using us to teach them a lesson. They don't ever want to see a strike at any of their facilities again."

BVP's efforts are backfiring. If anything, the company's predatory behavior has stiffened the strikers' resolve. Few workers have crossed the line since the strike began in early July. At a rally at BVP's San Francisco offices, hundreds of strikers surrounded the Transamerica Pyramid.

At a protest at the company's Walnut Creek corporate headquarters, hundreds more rallied along with supporters from the religious, civil rights and labor communities. At that event, International Vice President Chuck Mack was arrested while trying to deliver a letter calling on the company to accept mediation to settle the strike. Co-signers of the letter included Members of Congress and the California State Assembly.

### How You Can Help

- Send donations to BVP Strikers, c/o Teamsters Local 890, 207 Sanborn Road, Salinas, CA 93905 or call the food bank coordinator at (831) 424-5743.
- Sign up for Local 890's BVP
  Strike Support e-mail list. Once or
  twice a month, you will be sent an
  e-mail suggesting tasks you can
  complete in five or 10 minutes that
  will help. You can sign up at:
  www.teamsters890.org/strike.
- Write to the Campbell Soup Company, asking that they purchase their dried onion and garlic from a different supplier, at:
  Dale F. Morrison,

Dale F. Morrison, President and CEO Campbell Soup Co. Campbell Place Camden, NJ 08103



Seniors are Being Forced to Make Choices No One Intended

Just 35 years ago Mary Evelyn-Johnson, her husband and other Teamster families boarded two buses in Shreveport, Louisiana. Their destination: Washington, D.C. Their mission: Picket for the creation of Medicare.

**Washington Watch** 

"It was a grueling, 37 hour, nonstop trip," said Evelyn. "We were going to picket the White House and lobby Congress to pass Medicare. We wanted the older generation to have a safety net so they wouldn't have to worry about healthcare costs after retirement."

When she looks at the current state of medical care for seniors, Evelyn wonders if she lobbied hard enough.

The cost of prescription drugs has skyrocketed in the last 35 years, and increasingly, the costs are higher than most seniors can afford. A 1998 report highlighted the soaring costs of drugs commonly prescribed for senior citizens. It found that prices for the 50 drugs most used by older Americans have far outpaced the rate of inflation – last year that increase averaged four times the inflation rate.

And the increases are going straight into the pockets of executives. Drug companies have realized a median net profit of 20 percent – that's 4.5 times

"Seniors should not be forced into making choices that endanger their lives. We must get past the politics and find a common sense cure for rising prescription costs."

- JAMES P. HOFFA, TEAMSTER GENERAL PRESIDENT

larger than the median net profit for all Fortune 500 companies.

### Who's Paying the Price?

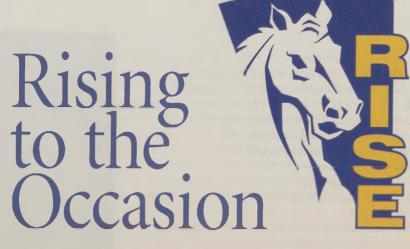
Many retirees who assume their health benefit plan will cover these costs could be making a costly mistake. Some health plans expire when retirees reach the age of 65, leaving personal income as the only source of payment for prescription drugs that could average more than \$3,000 a year.

Medicare was intended to be a remedy for this problem, but Congress continues to change the formula used to calculate what costs the program will cover.

"Seniors need something that will consistently take care of a percentage of prescription costs," said Eldon Hatcher, a Teamster retiree from Madison, Tennessee. "Seniors are being forced to cut back on food and utilities to stay healthy. In most cases, if we don't take these drugs in the correct amount and at the right time, we are risking our lives."

Teamsters, retirees and other older Americans must push Congress to adopt a prescription drug program as a part of Medicare to offset the cost of drugs.

"More than 44 million Americans don't have any health coverage," said Wallace Clements, head of Retiree Affairs at the International Brotherhood of Teamsters. "We have Teamster retirees out there who are running low on their prescriptions at the end of the month and are forced to cut their pills in half. If they don't take their prescriptions they get sick, which sends them back to the hospital where Medicare, increasingly, won't cover the care. It's a revolving door that Congress and the President must fix."



### Rank-and-File Anti-Corruption Task Force Members Speak Out

"Members don't want just words, words are cheap."

im Dunn doesn't go for idle chatter. The 22-year Teamster from Local Union 259 in Boston is a rank-and-file member of the RISE Task Force.

"Members want to see proof of our commitment to running a clean union," he said.

RISE (Respect, Integrity, Strength, Ethics) is the anti-corruption project initiated by General President James P. Hoffa and unanimously approved by the union's Executive Board and Joint Council leadership. It is charged with creating a self-policing program that will keep the Teamsters corruption free.

The 22 new members of the RISE Task Force first met in January at the George Meany Center in Silver Spring, Maryland to begin work on a Teamster Code of Conduct. Subsequently, members met in March at the International headquarters to develop specific language for the Code of Conduct.

The Task Force is comprised of members representing all areas of the union, including rank-and-file members, business agents, local union officers and International Vice Presidents.

"For so many years we have been put in the same category as mobsters and gangsters," said Malcolm Smith, a second-generation Teamster and road driver from Local Union 745 in Dallas. "I am going to work hard to leave the next generation of Teamsters a union they can be proud of - a union that is free of mob influence and that

can put its differences aside and its members first."

Hoffa praised the participation of rank-and-file members on the RISE Task Force.

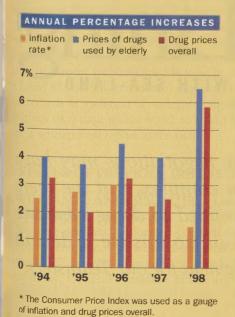
"This group is truly rising to the occasion," Hoffa said. "The success of our anti-corruption program is incumbent not only on the participation of members, but on the union's leadership."

The Task Force will continue crafting a Code of Conduct through early summer. The General Executive Board will review the group's work in August.

"As a member and road driver, you are always organizing," said Chuck Baez, a rank-and-file member of the Task Force from Local Union 710 in Chicago. "If we don't run our own union and clean our own house, how are we going to get anyone to join our union. This program is going to make our union better and stronger."

I am going to work
hard to leave the next
generation of Teamsters
a union they can be
proud of. A union that
is free of mob influence
and that can put its
differences aside and
its members first."

-- MALCOLM SMITH, ROAD DRIVER, LOCAL 745, DALLAS, TEXAS



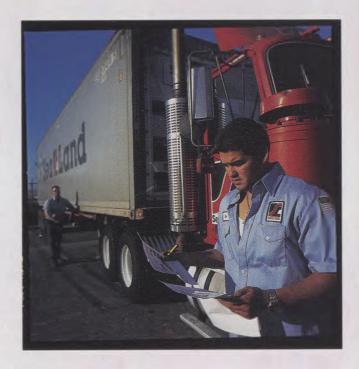
s a 30-year Teamster, Bill Rogers figured that he would work a few more years and then retire. But then the Sea-Land Corporation where Rogers, a member of Local 70 in Oakland, California, put Rogers and 161 other Teamsters out of work.

So why is this shophand smiling? Rogers, along with his fellow Teamsters at Sea-Land, were the recipients of a Teamster negotiated settlement package. All 162 of the Sea-Land Teamsters were offered a choice of a lump sum payout worth two years salary or 18 months of a monthly salary with full health and pension benefits.

"What is remarkable about this settlement is the way that the negotiation was done," said Chuck Mack, Secretary-Treasurer of Local 70 and International Vice-President. "We worked with different people in different regions to get the job done. When I could not attend a negotiation, Freight Director Phil Young stepped right in and kept the ball rolling. This enabled us to present a united front to Sea-Land. The negotiations may have been complex, but we were committed to doing whatever it took to ensure a decent settlement for our Teamsters."

Although no one ever likes to see jobs lost, the size and scope of this settlement does give the Teamsters at Sea-Land a safety net to fall back on. Many of the Sea-Land Teamsters have already landed new jobs, while others are using their settlements to take some well-deserved time off. Rogers plans on using his settlement to begin an early retirement.

"I was pretty close to retiring," Rogers said. "And now with an extra 18 months paid into my pension I can go ahead and do it."



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## Sea-Land Cloud has a Silver Lining

TEAMSTERS SETTLE WITH SEA-LAND

"The negotiations may have been complex, but we were committed to doing whatever it took to ensure a decent settlement for our Teamsters."

- CHUCK MACK, LOCAL 70 SECRETARY-TREASURER AND INTERNATIONAL VICE PRESIDENT

### REPORT L TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: Independent Review Board Grant Crandall Frederick B. Lacey William H. Webster

DATED: February 3, 2000

### I. INTRODUCTION

This is the Independent Review Board's ("IRB") Fiftieth Report to you on its activities conducted pursuant to the Consent Order. In this Report, we will discuss matters that have recently come before us, including a new Investigative Report and the status of pending charges about which we have previously informed you. The progress of these pending charges will be provided in future reports.

### II. NEW INVESTIGATIVE REPORT

BENJAMIN CAMADECO - Local 815, Englewood Cliffs, New Jersey

On January 28, 2000, the IRB issued an Investigative Report to Anthony Rumore, President of Joint Council 16, concerning former Local 815 Secretary-Treasurer Benjamin Camadeco. The Investigative Report recommended that he be charged with breaching his fiduciary duties to the members and engaging in a scheme by which he and President Larry Plotnick embezzled at least \$104,982 from Local 815. The Report recommended further that he be charged with approving Larry Plotnick's meal expenses and failing to reasonably inquire into the suspicious circumstances surrounding those expenses. And lastly, the Report recommended that he be charged with causing Local 815 to fail to maintain required records and to have false records in violation of its legal obligations. Mr. Rumore was given sixty days within which to hold a hearing and to forward a written final report to the IRB.

### III. STATUS OF PREVIOUS IRB CHARGES

A. WILLIAM F. ANDERSON, JR. - Local 107, Philadelphia, Pennsylvania

We have previously informed you that Local 107 member William F. Anderson, Jr. was charged with bringing reproach upon the IBT by assaulting a fellow member of the IBT. After some delay, General President Hoffa appointed a hearing panel which held a hearing on December 1, 1999.

### B. ROBERT F. HOLMES AND THOMAS WERTHMANN - Local 337, Detroit, Michigan

In past issues of the Teamster magazine, we informed you

that Local 337 Vice President and Business Agent Robert F. Holmes allegedly brought reproach upon the IBT by entering into sham collective bargaining agreements with employers in order to permit the mother and husband of one employer and the owner of another company to fraudulently obtain membership in Local 337. We informed you further that former member Thomas Werthmann allegedly brought reproach upon the IBT, while he was an employer and in collusion with Business Agent Robert F. Holmes, by entering into a sham collective bargaining agreement to fraudulently obtain membership in Local 337.

On November 23, 1999, Local 337 President Brennan notified the IRB that the Executive Board of Local 337 had dismissed the charges against Werthmann and suspended Holmes from employment for ten days. On January 28, 2000, the IRB notified Mr. Brennan that it found inadequate the Executive Board's decision and it was returning the matter to the Executive Board for reconsideration.

### C. DANIEL SLEMKO - Local 362, Calgary, Alberta, Canada

We have previously informed you that Daniel Slemko, a member of Local 362 in Calgary, Alberta, Canada, was charged by Joint Council 90 with bringing reproach upon the IBT by engaging in a scheme to collect ballots from another member and personally mark the ballots in the 1996 IBT Rerun Election. Slemko obtained an injunction from a Canadian court preventing Joint Council 90 from proceeding with its hearing. In response, the United States obtained from the U. S. District Court for the Southern District of New York, pursuant to the Consent Decree, an order enjoining Slemko from further pursuing the Canadian action. On January 12, 2000, that Court issued an order directing the parties to appear on the motion of the Government asking that Slemko be adjudged in civil contempt. On January 27, 2000, the same Court found Slemko in contempt and imposed a fine of \$40 for each day Slemko fails to comply with the order of the court directing him from further pursuing the Canadian action.

### D. JERRY MORRISON - Local 377, Youngstown, Ohio

In past issues of the *Teamster* magazine, we informed you that former Local 377 Recording Secretary and business agent Jerry Morrison allegedly engaged in deceptive and dishonest conduct and brought reproach upon the IBT by entering into a sham collective bargaining agreement without a contract ratification meeting. In addition, the agreement was designed to benefit the company and not the employees. Local 377 filed the charges and the Executive Board held a hearing on June 22, 1999.

On November 2, 1999, the Local 377 Executive Board clarified its August 11, 1999 decision, which permanently barred Morrison from membership in the IBT, by adding that Morrison is barred from holding any position with Local 377 and any IBT affiliate, including any IBT-affiliated benefit fund, and permanently barred from employment, consulting or other work with the IBT or any IBT-affiliated entity. He is also

prohibited from receiving any money or compensation from Local 377 and any IBT-affiliated entity and any contributions to the Local's health and welfare and pension plans. On January 27, 2000, the IRB notified the Local 377 Executive Board that its decision was not inadequate.

### E. STEVEN BARNES - Local 456, Elmsford, New York

In past issues of the *Teamster* magazine, we informed you that Local 456 member Steven Barnes allegedly maintained a sham membership in the IBT while he was an employer ineligible for membership. His company had no collective bargaining agreement with the Local and the Local was not intended to be his exclusive bargaining representative with the power to execute agreements covering the terms of his employment. The Local 456 Executive Board filed the charge and held a hearing on January 5, 2000.

### F. KEVIN WATTS AND JAMES BERNARDONE -Local 531, Yonkers, New York

In past issues of the *Teamster* magazine, we informed you that Local 531 President Kevin Watts and Secretary-Treasurer James Bernardone allegedly testified falsely about the use of Local 531 vehicles during the six-year period in which Bernardone did not have a valid driver's license. Bernardone also allegedly entered into at least four sham collective bargaining agreements with employers or their spouses who were ineligible for membership in the union.

On November 17, 1999, Trustee Val Fiorillo through counsel to the Local reported that he filed the charges as recommended by the IRB. The IBT appointed an Article XIX hearing panel and set a hearing date for February 10, 2000.

### G. HENRY SCHWEITZER - Local 531, Yonkers, New York

In the last issue of the *Teamster* magazine, we informed you that Local 531 member Henry Schweitzer allegedly brought reproach upon the IBT by refusing to appear for his sworn inperson examination and by maintaining membership in the IBT while he was an employer ineligible for membership and had not designated the Local to be the exclusive bargaining agent for the terms and conditions of his employment. On January 21, 2000, Assistant Trustee Joseph DiLeo notified the IRB that charges were filed as recommended by the IRB. An Article XIX panel was appointed by the IBT and a hearing is scheduled for February 10, 2000.

### H.DAVID KEATON - Local 600 and International Representative, St. Louis, Missouri

In past issues of the *Teamster* magazine, we informed you that David Keaton, a member of Local 600 and an IBT International Representative, allegedly brought reproach upon the IBT and embezzled approximately \$2,403 from the IBT when he did not perform any work for the IBT on November 1, November 4 to 8 and November 12 to 15, 1996; he did not request any leave time for those days; and the IBT paid him for work on those dates. His IBT leave time was not reduced for any leave taken during those dates.

General President Hoffa's decision of January 7, 2000, was

that Keaton had no intent to defraud but Keaton was require mi to reimburse the IBT \$2,403. The IRB notified Mr. Hoffa January 27, 2000, that his decision was not inadequate.

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### I. HAROLD BRANCHE - Local 771, Lancaster, Pennsylvania

In past issues of the *Teamster* magazine, we informed you that Local 771 member Harold Branche allegedly brough reproach upon the IBT, embezzled money from Local 771 and violated his fiduciary responsibility to the members by causin payments to be made to himself and another member withou approval and disclosure to the Local's Executive Board and members. As a result, he personally received a payment of: least \$2,089 to which he was not entitled and consented to the payment of \$2,284 to another member. Because of the Loa 771 panel's potential lack of independence with Branche, Joi Council 53 assumed responsibility and scheduled a hearing However, on January 28, 2000, Branche submitted an agree ment to Joint Council 53 and the hearing was postpone pending review of the agreement.

### J. LOUIS SMITH AND LARRY STEIN - Local 810. New York, New York

We have previously informed you that President Lou Smith and former member Larry Stein allegedly brough reproach upon the IBT when Smith entered into a sham colle tive bargaining agreement with a company where the on member was the owner of the company and that owner wa Stein who maintained a sham membership in the IBT. The Local 810 Executive Board held a hearing on January 26 2000.

### K. BRUCE KAPP - Local 813, New York, New York

In the last issue of the *Teamster* magazine, we informed yo O. that former Local 813 member Bruce Kapp allegedly brough reproach upon the IBT by defrauding another member causing him harm and receiving a \$100 payment from his company that through falsely representing he was selling a raffle ticket. Also he allegedly allowed at least eight employers to maintain shar me memberships by entering into sham collective bargainin Hir agreements to permit them to fraudulently obtain membersh in Local 1034 when they were all company owners ineligib for membership in the IBT. Lastly, Kapp allegedly entered in three written contracts that described conditions of emplo ment for wages and vacation time that he knew at the time not apply to these members who owned the companies at thereby impaired the Local's obligation under New York | to keep accurate records.

Trustee Eugene Maney filed the charges against Kapp at an Article XIX hearing panel held a hearing on January 1 2000.

### L. LARRY PLOTNICK - Local 815, Englewood Cliffs New Jersey

In the last issue of the *Teamster* magazine, we informed ye that Local 815 President Larry Plotnick allegedly breached fiduciary duties to the members by embezzling Local funds at least \$49,188 and by creating false records which were su quire mitted to the Local for reimbursement in violation of Federal law. Joint Council 16 President Anthony Rumore notified the IRB that he would file the charges and hold a hearing.

### M. BASIL McDONALD - Local 815, Englewood Cliffs, New Jersey

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In the last issue of the *Teamster* magazine, we informed you ough that former Local 815 Trustee and Business Agent Basil McDonald allegedly brought reproach upon the IBT by allowing company owners to fraudulently maintain membership in Local 815 in violation of the IBT Constitution and the terms of the collective bargaining agreements. Joint Council 16 President Anthony Rumore notified the IRB that he would file the charges and hold a hearing.

### N.THOMAS R. O'DONNELL - Local 817, Lake Success, New York

Previously we reported to you that charges were filed against Thomas R. O'Donnell of Local 817 in Lake Success, New York, alleging the intentional filing of reports with the Election Officer misstating the identity of the person who actually performed the campaign services for O'Donnell's campaign for the position of Vice President At Large in the 1996 International Officer Election. General Secretary-Treasurer Keegel found that O'Donnell had not intentionally deceived the Election Officer but directed O'Donnell to remit a fine of \$6,500 as a penalty for his actions. On January 4, 2000, the IRB notified Mr. Keegel that the decision was inadequate. In response to Mr. Keegel's January 21, 2000, letter to the IRB that the disciplinary decision remained the same, the IRB found the decision inadequate and scheduled a new hearing before the IRB on the charges for April 20, 2000.

### O.SEYMOUR, MARK, ELYSE AND JEFFREY HITTNER - Local 917, New York, New York

In past issues of the *Teamster* magazine, we informed you that Local 917 member Seymour Hittner allegedly maintained a sham membership while being an employer ineligible for membership in the union. Members Mark, Elyse and Jeffrey Hittner allegedly maintained membership in the union while being part-time employees ineligible for membership in the union under their contract and not governed by a collective bargaining agreement. Charges were filed and the Executive Board held a hearing on December 14, 1999. On December 23, 1999, Local 917 notified the IRB that the four Hittners were found guilty as charged and were permanently barred from membership in the IBT. On January 27, 2000, the IRB notified the Local 917 Executive Board that its decision was not inadequate.

### IV. TOLL-FREE HOTLINE

Since our last report to you, the hotline has received approximately 95 calls reporting alleged improprieties. As in the past, all calls which appeared to fall within IRB jurisdiction were referred for investigation. Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

Continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (1-800-225-5472). If you are calling from within Washington, D.C., dial 434-8085. The IRB facsimile number is 202-434-

### V. CONCLUSION

As always, our task is to insure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities. If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline noted above or you may write to either the IRB Chief Investigator or the IRB office:

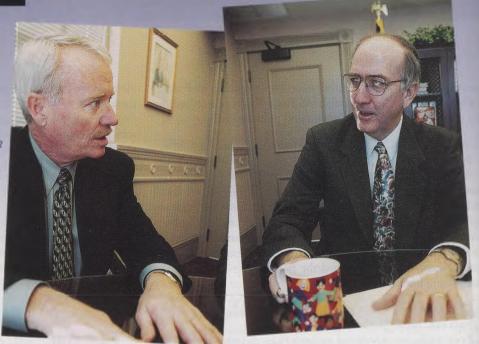
Charles M. Carberry, Chief Investigator 17 Battery Place, Suite 331 New York, NY 10004

Independent Review Board 444 North Capitol Street, NW Suite 528 Washington, DC 20001

APRIL/MAY 2000 31

"I made it clear that! was proud to be a Teamster and I would stand side-by-side with working people."

--- BOB BAINES (RIGHT), TEAMSTER MEMBER AND MAYOR OF MANCHESTER. NEW HAMPSHIRE.



### TEAMSTER MAYOR

LOCAL 633'S BOB BAINES ELECTED MAYOR OF MANCHESTER

s a teacher, as a principal and as a Teamster, Bob Baines has always looked for ways to have a positive effect on his community. It's the reason that he chose to run for mayor.

"Our city was built on the backs of working people, and that's a fact politicians often overlook," said Baines, a nine-year Teamster. "Here in Manchester, we needed someone who could focus on the needs of working people — someone who could stand up for working people."

Last November, Baines was elected as the mayor of New Hampshire's largest city. While squeaking out the victory with an 800-vote margin, Baines won nine of the city's 12 wards. The election also was a testament to the importance of motivating new voters. More than 1,300 new voters registered and voted on Election Day.

### **Union History**

Local 633's Secretary-Treasurer Dave Laughton knew if anyone could unseat a five-term incumbent who had been hostile to labor, it was Baines.

Baines has been a union member since he started working. As a teacher he organized his coworkers into a



chapter of the American Federation of Teachers. But as a principal, he didn't have proper representation. He knew the benefits of unionization and wanted to ensure that school principals were getting a fair shake. So, he organized his co-workers and joined Local 633.

"Bob's a hardworking guy who can relate to people in this city," Laughton said. "People were looking for a change, and Bob represented a change for the better."

### **A Difficult Fight**

The campaign wasn't easy. Baines, a Democrat, was running against an

entrenched Republican incumbent in a largely conservative city. But he and Local 633 were determined to beat the odds.

The Local 633 hall became a gathering spot. Baines held rallies, members worked phone trees and the campaign built up steam.

"We identified issues that were important to people and put a grassroots campaign together," Laughton said.

At one point his opponent ran negative ads and tried to paint Baines as a tool of the unions. The tactic backfired.

"I made it clear that I was proud to be a Teamster and I would stand sideby-side with working people," Baines said. "What that means is that I will treat people with respect and fairness. The citizens will have a mayor that will consult and work with them. And people respect that."

Both Laughton and Baines hope that others will use the election as an example of what is possible.

"This is how to make a difference," Laughton said. "A lot of our members have the talent and the ability to serve as public officials. It's our job to provide them with the opportunities and encourage them, because when people get involved and work together they can make a difference."

### Continued from inside front cover

of wrongdoing, with long drawn out arbitration procedures. Stewards need some help and support on these issues.

Ron Banales Local Union 104 Phoenix, Arizona

### **The Union Image**

I read the letter about making the *Teamster* magazine available to everyone and couldn't agree with more. The times are right for good quality public relations. I plan on using my newsletter accordingly.

The fight of working class people in this country is just beginning. If talented leadership exists on the union side, we all stand to win. Please, keep presenting your ideas whenever possible. The union image must be rethought and reinvented in this country.

Dwight Hart Local Union 1149 Baldwinsville, New York

### Navigating the Conrail/ CSX Disaster

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I would like to take a moment of your time to congratulate Dick Heck, Director of the Parcel and Small Package Division and his staff for the good job and perseverance they displayed during the fiasco that surrounded the buyout of ConRail and the combining of Northfolk Southern & CSX.

United Parcel Service declared an emergency because of the service failures they had during this merger, and the use of expediters was abused. Then, to compound this problem, we had the floods that affected the South.

Dick and his staff worked relentlessly to force UPS to create new feeding jobs and to open more feeder schools. They were successful. Dealing with UPS is an endless and thankless job, and I believe that Dick and his staff deserve a "pat on the back" for a job well done.

> John J. Millett Local Union 170 Worcester, Massachusetts

### **Preserve Our History**

Your brief chronological account of the Teamsters history in the last issue

of your magazine, although far too short, was indeed a welcome sight.

The Retirees Club of Local 707 hopes the International, with its new leadership to lead the way, intends to preserve the Teamsters past by paying tribute to the men and women whom contributed to the union.

On June 22 Local 707 will celebrate its 50<sup>th</sup> anniversary. The retirees club is committed to preserving those first 50 years by doing an archive on the people and the companies they worked for. The times and the conditions, plus the type of people who did this work will never be duplicated again.

It would be nice if every local would reflect on their our past and preserve it. This would be a showcase for all Teamsters both past and present. I think it would also show the world that though we have a past that some questioned, our future is open for all to see.

Jack Lynch, Retired Local Union 707 Hempstead, New York

### **Stop Postal Subsidies**

I am outraged! The United States Postal Service (USPS) has called for an increase in postal rates again.

The USPS has no business in increasing these rates. Why is a government agency even competing in the free market? I believe that the private sector cannot fairly compete against an organization that has the backing of the federal government.

I don't understand why the government is undermining capitalism by stifling private activity and competition. The USPS should eventually be privatized and unionized. It's common sense!

David Edward Smith Local Union 743 Chicago, Illinois

### Stalling in Alaska

I think more Teamsters should be aware of the plight we are having in Bethel, Alaska with the Yukon Kuskokwim Health Corporatiion (YKHC). We as health care professionals voted to have Teamsters Local 959 represent the nurses at YKHC nearly three years ago.

The union is still not in place because YKHC has kept us in court. YKHC is currently in court with the NLRB because YKHC says the NLRB has not jurisdiction over them.

I was raised with strong union beliefs, and I believe this case needs exposure and the Nurses at YKHC need help from other Teamsters. Bethel is a small place, but the principles behind the human-rights violations of workers at YKHC have farreaching implications for Teamster members.

James F. Lynn Local Union 959 Soldotna, Alaska

### **Making Us Stronger**

I'm the chief steward at Transcript Eagle in Mt. Sterling, Kentucky, and I have seen first hand what management tries to do is against the hard working men and women of our union.

When our management team tries to intimidate or demoralize us it only seems to bring us closer together and ready for whatever they throw at us. Our management doesn't realize "what doesn't kill us, only makes us stronger!"

We still have a long road ahead of us but with our first contract, we created the foundation for a fruitful future. We will stand to fight for and keep what every workingman and woman deserves: a future, dignity and respect.

I hold my head up when I say, "I'm proud to be a Teamster!"

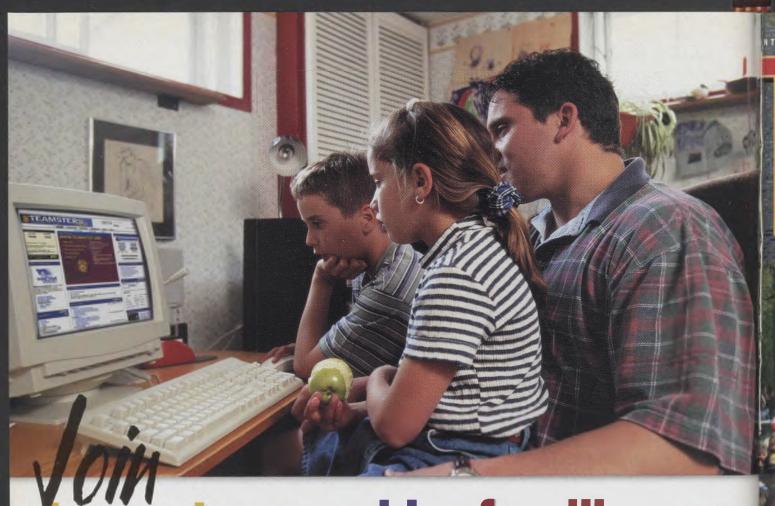
Dallas W. Rice Local Union 651 Mt. Sterling, Kentucky

### Thanks to Local 25

I've been a proud and loyal Teamster for 16 years. They have provided the absolute best in medical care for my family in these years.

God bless the Teamsters and especially those from Local 25.

Paul Bylin, Shop Steward Local Union 25 Boston, Massachusetts



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NTERNATIONAL BROTHERHOOD OF TEAMSTERS

JUNE 2000

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We Vote.

Sending A. Message

5,000 Teamsters Rally in Washington, D.C.

www.teamster.org

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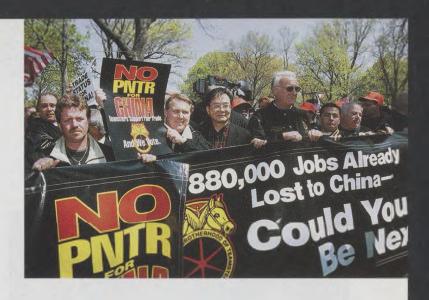
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MESSAGE FROM THE GENERAL PRESIDENT

# A New Spirit, A Teamster Spirit

n Wednesday, April 12 more than 5,000 Teamsters gathered in front of the International's headquarters and marched on the U.S. Capitol to oppose Permanent Normal Trade Relations (PNTR) status for China.

As I scanned the crowd I saw many familiar faces. But what heartened me were all of the Teamster faces that I had never seen before. It showed me that we are truly rebuilding our union.

The Teamsters who were there took time off to travel to Washington. Many woke up early and traveled eight or more hours to make it for the event, only to have to get home late and return to work early the next day. But they still came. They came to fight this battle, because unfair trade with China would not only hurt them, it would harm workers throughout the world.

### **Making a Difference**

After the rally, I joined the hundreds of Teamsters who went inside the Capitol to meet with legislators. We spoke with Congressional leaders about China's horrible record on human and worker's rights. One legislator I visited — shortly after our members did — was Rep. Robert Wexler (D-FL). The following day, Rep. Wexler went from being an uncommitted vote to declaring his opposition to PNTR.

From the crowd to the energy that permeated the halls of Congress, April 12 was a hallmark of what the Teamsters are again becoming. We are recognized as the true voice of working people.

April 12th was a sign of our renewal — confirmation that after little more than 12 months in office, we have rebuilt the Teamsters into a national force for workers rights. Teamsters are again taking pride in who we are. And as a result, we are standing tall and confident in the fight for justice and economic fairness for working families.

### A New Look

In this spirit of renewal, you will notice some changes in the *Teamster* magazine and on the Teamster website — *www.teamster.org*. We are working to make information more quickly and readily available to you. We must share information and build on each other's experiences, if we expect to make a difference.

We also must know what others are saying about us. We cannot be naive when it comes to our message. We do not have the luxury of spending billions on advertising like big business does. But we have something more powerful. We have real stories. Our members are making a difference. And we must let others in our on experience. It is our responsibility to spread information about our struggle. By doing so, we can better make a difference in the lives of all working families.

James P. Hoffa





### SEATTLE NEWSPAPER WORKERS INK NEW DEAL

istribution workers at the Seattle Times newspaper recently averted a strike by signing a new five-year agreement with the company.

The 160 Local 763 members distribute both the Seattle Times and the Seattle Post-Intelligencer newspapers to news boxes and retail outlets throughout the greater Seattle area.

The workers' previous contract expired December 1998. Since the contract's expiration, both sides met more than 30 times. In late February, Local 763 members voted to authorize a strike. Shortly after the vote, the local and management came to an agreement.

"This is a contract our members can be proud of," said Jon Rabine, Local 763 Secretary-Treasurer and International Vice President.

# Tyson Johnson Appointed to General Executive Board

yson Johnson, a 33-year member of Local 745 in Dallas, Texas, was recently appointed to replace retiring Southern Region International Vice President Charles Gardner.

"Tyson has the commitment, abilities and the background to lead the Southern region into the 21st century," said James P. Hoffa, Teamsters General President. "Tyson's knowledge of freight and other key areas affecting members' lives offers a strong foundation for his contributions as a leader of our union."

Before being elected Secretary-Treasurer of Local 745, Johnson worked on a freight dock and was a driver for Roadway and O-N-C Freight. He was a shop steward at both carriers. Johnson was elected as a Local 745 Business Agent in 1979.

As the Southern Region

"My main goal is to build on the powerful sense of unity that is growing across our union." unc

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— TYSON JOHNSON, SOUTHERN REGION INTERNATIONAL VICE PRESIDENT

International Vice President, Johnson is responsible for representing nearly 90,000 Teamsters in nine states.

"My main goal is to build on the powerful sense of unity that is growing across our union," Johnson said. "The best way to promote unity is to increase the member involvement in Teamster organizing, political action and contract campaigns."

### GENERAL EXECUTIVE BOARD

James P. Hoffa General President 25 Louisiana Avenue, NW Washington, DC 20001

C. Thomas Keegel General Secretary-Treasurer 25 Louisiana Avenue, NW Washington, DC 20001 VICE PRESIDENTS AT-LARGE Randy Cammack 845 Oak Park Road Covina, CA 91724

r Fred Gegare 1546 Main Street Green Bay, WI 54302

Chester Glanton 300 S. Ashland Avenue Chicago, IL 60607

Tom O'Donnell 1 Hollow Lane Lake Success, NY 11042

Ralph Taurone P.O. Box 30749 Salt Lake City, UT 84130 TEAMSTERS CANADA Louis Lacroix, President Teamsters Canada 2540 Daniel Johnson Suite 804 Laval, Quebec, Canada H7T 2S3

Larry McDonald P.O. Box 295, St. Albert, Alberta Canada, T8N 1N3

Joseph McLean 460 Parkdale Ave. N., Hamilton, Ontario Canada, L8H 5Y2 CENTRAL REGION
Patrick W. Flynn
4217 South Halsted Street
Chicago, IL 60609

Walter Lytle 2644 Cass Street Fort Wayne, IN 46808

Dotty Malinsky 9409 Yukon Avenue S. Bloomington, MN 55438

Lester A. Singer 435 South Hawley Street Toledo, OH 43609

Philip E. Young 4501 VanBrunt Blvd. Kansas City, MO 64130 EASTERN REGION Jack Cipriani P.O. Box 35405 Greensboro, NC 27425

John Murphy 25 Louisiana Avenue, NW Washington, DC 20001

Dan DeSanti 2003 US Route #130, Suite B North Brunswick, NJ 08902

Richard Volpe 6 Tuxedo Avenue New Hyde Park, NY 11040 SOUTHERN REGION Ken Wood 5818 E. MLK Jr. Blvd. Tampa, FL. 33619

Tyson Johnson 1007 Jonelle Street Dallas, TX 75217

> Jim Santangelo 9960 Baldwin Place El Monte, CA 91731

**WESTERN REGION** 

Oakland, CA 94621

553 John Street Seattle, WA 98109

Chuck Mack

P.O. Box 2270

Jon Rabine

TRUSTEES Josē E. Cadiz 352 Del Parque Street San Juan, Puerto Rico 00912

Ron McClain 2425 Delaware Avenue Des Moines, IA 50317

John Steger 3100 Ames Place, N.E. Washington, DC 20018 Economics Explained. No Degree Required

**New Books Explain Economy from a Worker's Perspective** 

Want to know why you're cashing a lukewarm paycheck in a "red hot" economy? Have you ever understood a word Alan Greenspan has said? Interested in stepping beyond all of the "econo-speak" on the nightly news?

Then check out *The Ultimate Field Guide to the U.S. Economy* (The New Press, \$16.95) by Nancy Folbre, James Heintz and the Center for Popular Economics, a concise, accessible guide to economics written exclusively for non-economists. Using everyday English, comics and easy-to-understand graphs and

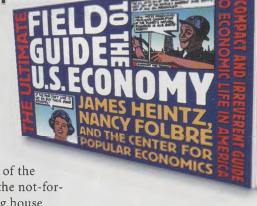
charts, the guide leads readers through a theoretical thicket of economics and puts it in a working perspective.

Each page tackles a different segment of the economy. It also includes a glossary of technical economic terms and a toolkit that provides step-by-step information about how to interpret and use economic graphs and statistics.

"[The Field Guide] is essential for teachers, students and anyone who cares to know how the U.S. Economy really operates. There's nothing else like it," said Juliet Schor, author of *The Overworked American*.

### A Global Economy Guide

The New Press hasn't just concentrated on the U.S. economy. In the wake of the WTO protests, the not-forprofit publishing house published "A Field Guide to the Global Economy" (The New Press, \$16.95). This 145-page book sketches out the history and status of globalization, identifies who is pushing globalization and why and addresses 10 common claims by pro-business, pro-globalization forces.



### MORE INFO

For more information about the field guides visit www.fgulde.org or visit The New Press website at www.thenewpress.com.

# AFL-CIO Working Women's Conference

eamster women gathered with their sisters from across the labor movement at the AFL-

WORKING

WOMEN SAY

CIO's Working Women 2000 Conference in Chicago.

The AFL-CIO based the conference on its Ask A Working Woman survey. More

than five million women union members responded to the survey. Not surprisingly, the survey found that although times are good, working women's lives are not getting easier. Among the top legislative priorities listed are equal pay, paid family leave, health care and retirement security.

The Teamsters Women's Committee was on hand to listen and learn in preparation for the Teamsters Women's Conference to be held in May in Las Vegas.

"This was an opportunity to gather, listen and learn

from our sisters about how to come together and use our collective voice to change how women are treated on the job and in their union," said Cheryl Johnson, chair of the Women's Committee and Human Rights Commission Director. "I look forward to our conference, so that we can develop our own Teamster programs to raise the voice of women and to celebrate the enormous contributions women have made to the success of the Teamsters."





# Civil Disobedience at Lake Utopia

utside Saint John, New Brunswick, labor has united to block a greedy corporation's third-party contracting abuse. A group of Teamsters, Laborers and Operating Engineers have taken up residence on a remote Canadian road near Lake Utopia. Their blockade has halted the next phase of work on the massive Maritimes and Northeast pipeline project, and they won't move until the Atlantic province's pipeline industry does right by its workers.

In early March, 500 union workers kicked off the peaceful demonstration. Since

then, 30 to 50 stalwarts have kept up a 24-hour vigil. They worked hard on the first phase of the pipeline project, earning decent wages and benefits under the Canadian National Pipeline Agreement. They're not about to allow the contractors to slash their costs by picking their pockets.

The demonstrators are living in trailers or camping in the bush. They've been fortified by donations of firewood and morale boosting visits from supporters and sightseers.

The government has taken no action against them; they have a legal right to demonstrate on public property where citizens can see them. They impede no one's movement, and have permitted the subcontractor to retrieve prepositioned machinery and materials. But no clear-cutting will take place until the project employees get their due under the National Agreement.

"We have to stand up right from the start," said Chris Ashford of Local 927. "With Teamster solidarity we can head off a long battle over low-wage subcontracting. A win here will preserve our ability to provide a decent life for our children and theirs, in New Brunswick and all of Atlantic Canada." "We have to stand up right from the start.
With Teamster solidarity we can head off a long battle over low wage subcontracting.
A win here will preserve our ability to provide a decent life for our children and theirs, in New Brunswick and all of Atlantic Canada."

— CHRIS ASHFORD, LOCAL 927

Florida Teamsters Host Charity Poker Run

ocal 79 organizer and Harley-Davidson enthusiast Bob Maldunas helped raise more than \$1,000 for the Local 79 Teamsters Scholarship fund by hosting a "Poker Run."

Maldunas and other Teamster motorcyclists participated in the first ever "Teamster Horsemen Poker Run" between Clearwater and Port Richey, Florida. In a poker run, the riders make five stops along a specific route. At each stop they draw one playing card. At the end of the run, the rider with the best hand takes home the prize. This year's winner — who won with a flush — donated a portion of her winnings to the Local 79 Scholarship Fund.

"It's just a fine example of how a little hard work, and a lot of generous people can make something good happen for the community," said Maldunas, Horsemen Chapter 79 president.



# House Fire Hero

### **New Jersey Teamster Saves Lives**

ocal 125 member Antonio Navarro was home sick from work the day he became a hero. Just before noon he looked out his kitchen window and saw smoke pouring out of the home of his neighbors, Jacquelline and James Albrecht. He knew their small children would be home with Jacquelline. With little regard for his own safety, Navarro swung into action.

Albrecht stood terrified in her front yard, clutching her four-year-old son. She was desperate for help to arrive for her twins. Navarro came running, assessed the situation and raced into the flaming house, climbing the stairs to the twins' bedroom.

"But by the time I made it to the top, I was getting weak and falling down from the smoke," said Navarro, a warehouseman for Coca-Cola in Parsippany, New Jersey. "There was no way I was going to get to the kids that way."

Teamsters don't give up. Running back down to the front porch, he used a railing to hoist himself onto the roof. Smashing a window to the twins' room, he reached fourteen-month-old Mary Katherine and handed her off to an arriving rescue worker. Shortly a firefighter equipped with breathing apparatus made it through the inferno and carried her twin, Matthew, to safety.

Their two-story house was destroyed, but the family was safe, thanks to Navarro's decisive action.



# OHIO TEAMSTERS

ocal 284 Teamster maintenance and avionics technicians, aircraft fuelers and cleaners recently agreed on a new contract with Executive Jet.

Executive Jet, based in Columbus, Ohio, provides "fractional ownership" in aircraft through its NetJet program. Similar to a time-share condominium agreement, NetJet allows corporations and others to own shares in a jet.

Workers will benefit handsomely from the four-year contract. Currently a Teamster technician is paid \$14.85 an hour. By the end of the contract the wage will increase to nearly \$25 an hour. The terms of the contract are also retroactive to March 1999.

hen General President James P. Hoffa took office, restoring Teamster unity was at the top of his agenda.

"I saw brother fighting brother and sister fighting sister," Hoffa said. "Teamsters who had known each other for years were only talking through lawyers. I knew the only way we could get back to where we belonged was if I could build bridges to all the union's constituencies."

Once in office, the Hoffa administration began building bridges. One short year later, Teamsters everywhere have answered the call to unity. With renewed vigor, the Teamsters are winning better contracts, organizing new members, building Teamster clout on Capitol Hill and fulfilling Hoffa's commitment to running a clean union.

Throughout the International, Teamsters are echoing General Secretary-Treasurer C. Thomas Keegel's refrain: "It finally feels great to be a Teamster again."

### **CARHAUL**

nen the Hoffa administration came into office, Carhaul talks were stalled and needed a jump-start.

Even with record profits, the bosses demanded major concessions. They sought a cut-rate pay scale for new hires, the first use of part-time drivers in industry history and permission for Mexican trucks and drivers to haul new cars in the U.S.

Newly unified Teamsters demanded more pay, better pensions and job security. So, a new national campaign was born. In addition to rallies and newsletters, the administration used tools like:

- Videocassette and audiotape updates sent to union halls and members
- ► A toll-free hotline for contract questions
- Frequent website updates

The Teamsters won. Not only does the contract raise pay, but carhaul members now have their first real chance to retire after 25 years of service. Teamsters saw benefits to their retirement plan and retirees over age 65 now receive prescription drug coverage.

The equation for the year was set: Unity plus action equals Teamster victory.

# A REPORT ON THE FIRST YEAR





### **Kroger's Contract Showcases New Warehouse Strategy**

or years, Teamster warehousemen have been losing their jobs to thirdparty contractors. When that trend reached Arizona, the Teamsters at Local 104 said, "Enough."

When Kroger's operation there subcontracted its warehouse work to a nonunion firm, Local 104 struck. But it didn't it's just strike in Arizona. Local 104 sought assistance from Teamsters around the country. It asked locals and joint councils to extend the picket lines to wherever Kroger did business. The response, in almost all cases, was enthusiastic. When Teamsters in Southern California walked made out in support of their Arizona brothers and sisters, the pressure proved too much stan for Kroger, which promptly surrendered

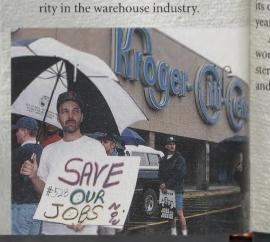
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In the end, the union achieved a land lobe mark contract settlement. Kroger agreed arh that all of its warehouse work in Arizona including any new work, would be Team in o ster work. It's a contract that sets an important new benchmark for job security in the warehouse industry.





that victory and hold UPS bosses accountable when they've tried to renege.

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UPS dragged its feet about creating the 2,000 jobs called for in 1998 and the 2,000 more called for in 1999. UPS managers whined about losses in business never made up for after the strike. They claimed they were not obliged under these circumnucl stances to live up to their word.

The administration pursued the 1998 and jobs issue to arbitration and won. The reed arbitrator backed the Teamster position con with such strong language that UPS gave eam in on the 1999 jobs without even going to a hearing. As a result of the renewed Teamster pressure, the company fulfilled its obligation for the 2,000 jobs in the year 2000.

> As a result, 6,000 part-time UPS workers are now getting full-time Teamster jobs with full-time Teamster wages and benefits.

### **OVERNITE CAMPAIGN**

line in the sand has been drawn at Overnite Transportation Company. After years of attempting to organize, only to be thwarted by Overnite systematic violations of American labor law, the Teamsters were forced to strike.

Overnite workers in Memphis, Tennessee went out on an unfair labor practice strike. The strike quickly spread to 120 Overnite terminals. Striking Teamsters are employing ambulatory

picketing. Anywhere an Overnite truck stops, the company knows a Teamster picket may be close behind.

While Overnite denies it, the strike is sapping its resolve. Union Pacific, Overnite's parent company, stock is trading near a 52-week low. The company admits to strike costs of over \$1 million a week. Teamster analysts suspect

the real number is much higher. Overnite strikers remain strong and resolute,

despite months on the line. Their Teamster broth- Vice President Al Gore delivers to Overnite strikers. ers and sisters are going to great lengths to support them. Every Overnite picket line buzzes with talk of this contribution from CF drivers or that donation from Roadway truckers.

Solidarity will be rewarded. As the Teamster went to press, negotiations for a first contract at Overnite were pressing forward.

### **Polishing an Apple Campaign**

fter years of delay, the Teamsters finally organized the apple workers in Wenatchee, Washington.

Using the card-check recognition process, negotiated with the company, Teamster organizers were able to give this largely Hispanic workforce what they had demanded for years: union recognition.



### TEAMSTERS KEEP UNSAFE MEXICAN TRUCKS OFF OUR ROADS

rganizing, bargaining and contract enforcement are not the only places the Teamsters have renewed unity and power.

The Teamsters have reinvigorated the fight

The Teamsters have reinvigorated the fight for workers' rights on Capitol Hill too. The first big battle the administration faced was the threat of the U.S.-Mexico border opening to unsafe Mexican trucks under NAFTA. Overcoming the trade law would be a daunting task, because both the Clinton administration and Big Business wanted the border open.

But Teamsters took them on. The NAFTA cross-border trucking provisions threatened Teamster jobs and jeopardized the safety of U.S. and Canadian motorists.

Teamster grassroots lobbying and member phone calls led a bipartisan group of 258

Members of Congress to write to President Clinton, imploring him to keep the border closed. Meanwhile, scores of newspapers and columnists alerted the public to the coming hazard. Tak

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The mounting chorus of opposition hit its mark. The Clinton administration, citing safety concerns burned into public consciousness by the Teamster campaign, announced that the border will remain closed.



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### **Taking the Lead on Trade Issues**

With the out-front presence at last year's anti-WTO demonstrations in Seattle and the highly visible position in the vanguard of labor's opposition to Permanent Normal Trade Relations (PNTR) status for communist China, the Teamsters have emerged as a leader on trade fairness issues.

In Seattle, Washington, 4,000 Teamsters and their families gave up a day's pay to lend their support to a peaceful labor demonstration that grew to upwards of 40,000 people.

In Washington, DC, at the labor's recent demonstrations against PNTR for China, the Teamster profile was even higher. More than 5,000 Teamsters rallied to let Congress know working America's definition of fair trade (see story, page 10).







### **RUNNING A CLEAN UNION**

fter launching what The New York Times called the "union's most ambitious anti-corruption effort in decades," the Teamsters have received wide praise for their commitment to running a clean union.

The RISE program
(Respect, Integrity, Strength,
Ethics) is creating a Code of
Conduct written, implemented and
enforced by Teamsters themselves.
The program was adopted unanimously by the General Executive Board and at a meeting of the union's regional leaders.

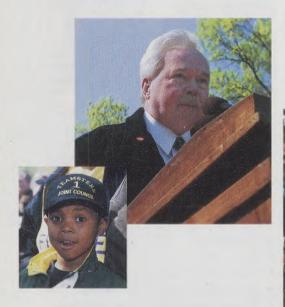
The creation of Project RISE was accompanied by the adoption of stringent new safeguards to protect members' dues. These reforms included:

- Cutting waste
- ▶ Balancing the budget
- ► Establishing internal audit procedures
- Providing International Trustees with full access to all records

The administration also proposed a set of rules for the upcoming elections that are tougher than those the government imposed in 1991, 1996 and 1998.

# SEADING

TEAMSTERS RALLY IN WASHINGTON D.C. TO SAY NO TO PM



ocal 473 steward Joylyn Billy understands the effect bad trade deals have on American workers.

Billy and 300 coworkers are embroiled in a fight for their livelihoods at an Ohio Mr. Coffee plant. Mr. Coffee recently announced it was moving its assembly operation to Mexico in its search for low wages.

"NAFTA has caused Mr. Coffee to dump its loyal workforce. I don't want to see that happen to anyone else," Billy said. "That's why we have to fight PNTR. It's a bad deal for American workers, and it's a bad deal for Chinese workers."

Billy, her family and co-workers

joined 5,000 other Teamsters at a Teamster rally in Washington, D.C. to tell Congress to vote no on granting Permanent Normal Trade Relations (PNTR) status to communist China.

"The only American export this deal will increase will be American jobs. We all know the score. If PNTR is passed, big business will continue the race to the bottom. American workers will lose their jobs and Chinese workers will lose any hope of getting out from underneath the repression of their communist government," Teamsters General President James P. Hoffa told the crowd. "We must

keep China on probation if we expect to improve the lives of both Chinese and American workers."

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Gathering in front of Teamster headquarters, the 5,000 Teamsters listened to speakers protest the PNTR bill. Chinese dissident Harry Wu (see story page 12) joined the crowd and told of his terrifying experiences under the communist Chinese regime.

Following the Teamster rally, the crowd marched on the U.S. Capitol and joined 5,000 other unionists at an AFL-CIO rally. As the *Teamster* went to print, Congress was debating and voting on PNTR. A full update of the vote will appear in the next edition.

# MESSAGE





"We all know the score.

If PNTR is passed, big
business will continue
the race to the bottom.

American workers will
lose their jobs and Chinese
workers will lose any
hope of getting out from
underneath the repression
of their communist
government."

— TEAMSTERS GENERAL PRESIDENT JAMES P. HOFFA

880,000 Jobs Lost to China-

Could Yours TEAMSTERS JO 40 & JO 50 NO FREE TRADE STATUS



### **PNTR FACTS**

### What is PNTR?

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PNTR (Permanent Normal Trade Relations) status is a designation given to countries seeking special access to U.S. domestic trade markets. Once permanent trade status is awarded, trading partners benefit from numerous concessions such as lower tariffs on goods and reduced domestic import barriers on items like clothing and steel.

### Why the Teamsters Say NO to PNTR

Giving China PNTR status means:

- Surrendering our negotiating leverage with China
- Giving tacit approval to China's atrocious record on human and worker rights
- American jobs will be lost as companies move production to China where labor costs are roughly 13 cents an hour
- Further rewarding a communist government that has never honored any of the trade agreements it has negotiated with the Clinton Administration

### **CONVINCING CONGRESS**

ith hundreds of Teamsters filling the halls of Congress meeting with their legislators, Teamsters General President James. P. Hoffa met with Rep. Robert Wexler (D-FL) to discuss his position on Permanent Normal Trade Relations (PNTR) status for China.

Wexder, who was uncommitted on his China vote, had just met with Teamster members from his district. He listened carefully to the Teamster arguments.

The following day, Wexler officially committed to voting against PNTR status for China citing the "lack of suitable protections for American workers, China's abysmal environmental and human rights record and China's glaring trade surplus with the United States."

"Rep. Wexler is an example of a representative who listens to the American people," Hoffa said. "We must stand up on issues like PNTR and be heard."

HARRY WU. 63. HAS BEEN ACTIVELY INVOLVED IN THE FIGHT AGAINST THE OPPRESSIVE COMMUNIST CHINESE GOVERNMENT SINCE THE LATE 1950'S. A FORMER CHINESE CITIZEN, WU WAS BARRED FROM ENTERING HIS HOMELAND BECAUSE HE DARED SPEAK OUT AGAINST HUMAN RIGHTS ABUSES AND THE POLICIES OF THE COMMUNIST LEADERSHIP. HE NOW LIVES IN CALIFORNIA AND FIGHTS CHINESE COMMUNISM THROUGH HIS WASHINGTON, DC-BASED LAOGAI RESEARCH FOUNDATION.

### How did you become involved in the fight against Communist China's exploitation of its labor and abuse of its citizens?

In 1957, I was a sophomore at Beijing University studying geology and playing shortstop on the baseball team. I was a normal student like anyone else. I was invited to a party thrown by Communists and they asked for comments. I did not want to speak but I was pressured to do so. In my comments I said the Soviet Red Army's crackdown in Budapest may have been a violation of international law.

My fate was sealed. I was picked up and arrested, it wasn't until I had actually been delivered to the prison that the warden told me I had been sentenced to life. I was forced to serve 19 years in a Chinese labor camp living like a beast just to survive. It is against atrocities like these that I fight to free my people.

### Why should China not receive PNTR status?

Perhaps the most ludicrous aspect of this deal is that trade relations with China can be 'normal.' China is not a normal country in any sense, so why are we giving them normal trade status? I wish the United States would ask the 80 million people who have been persecuted in China over the last 50 years if PNTR should be granted. The same leaders who negotiated this deal will not allow Chinese Catholics, Christians or Tibetan Monks the freedom to worship. There is no freedom of press, religion, association, or the right to assemble. I ask you, is this normal?

### Many citizens are speaking out against PNTR for China. If they live in China, what would happen to them?

You would be put in jail and beaten. It's as simple as that. No

An Interview with Harry Wu



charges, no arraignment, no hearing...nothing. Later, months perhaps, the police would notify your family and tell them where you are. But even that is not guaranteed.

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### The business community argues that Chinese citizens make so little money, it is our duty as Americans to help them gain a higher expe standard of living. How do you respond to this?

This deal is not about raising the standards for Chinese people. It's about greed. Chinese laborers cannot organize or fight for bel ter wages. If a worker tries to organize or speaks out against the party, they are arrested and disappear. Is this part of normal trade relations? The Chinese government has guaranteed these greedy and corporations a workforce that has no voice, cannot organize and on it has little choice over their conditions. This is morally outrageous

### Is it true that most goods made by Chinese laborers are confined the to low-wage industries such as shoes, fabrics etc.?

The type of products is not the point. It doesn't matter whethe new lost jobs will be low-skilled or highly skilled jobs. Some say it is about jobs for the poor or increasing opportunity. It's not. infor China has cheap labor. That's why IBM pays a computer programmer in China about \$10,000 a year and pays a US programmer \$80,000 a year. That's a \$70,000 difference! Where is this extra money going? It's going into the pockets of the Com munist Party and the corporations. If this deal is about money don't lie to me and say it's about jobs. Tell us the truth. It's not about better lifestyles for Chinese people. Just admit it!

### Does China have free trade unions?

No. China does not have free trade unions and granting PNTI will not do anything to change that. China has governmentfor p controlled unions that are essentially bureaucratic frauds. Under Communism, China will never have free trade unions.

WWW.teamsterorg

Bringing the Resources of the International to You

# New Website Unveiled

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The International Brotherhood of Teamsters is proud to announce its redesigned and improved website. Please visit the new www.teamster.org.

The website now offers these exciting new resources:

About IBT A section devoted to the history of the Teamsters, its leadership and its organizational structure

General President Hoffa and General Secretary Keegel's pages. The sections are devoted to our leadership's vision for the future of the Teamsters

Join the Teamsters Comprehensive state-of-the art orga-The nizing information that details workers' rights, what to per expect during an organizing campaign, labor law summaries and information on how to contact the nearest Teamster local for organizing assistance

leamster Action Center Through the TAC members can email their elected representatives on important issues edy and track Congressional votes. There is also information and on important legislative priorities, voter registration and eous access to information about the November election

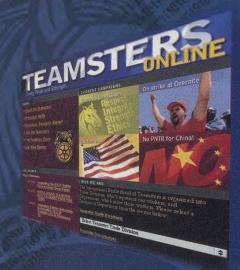
ned Member Benefit Programs Pages devoted to Teamster Privilege Programs, the Teamster 401(k) Plan and the ethe new James R. Hoffa Memorial Scholarships

Retiree Affairs A community devoted to retiree news and information on how to stay connected to the union through Retiree Task Forces and Action Lists

Useful Links and Research Tools Links to information of interest to your family—such as statistics, employer webnot sites, cyberpicket lines and Teamster local union websites

Division and Department News Better resources to keep you informed about your division and industry

he Teamster Store Soon Teamster items will be available for purchase at the website.











# Horizon Air jet #N490US vibrated excessively.

From August 1999 to February 2000, pilots reported the vibration in write-ups. On February 11, when the jet was assigned to Captain Richard "Buddy" Stewart he insisted on a replacement.

Instead of giving Stewart a commendation for protecting passengers and crewmates, the airline continued to fly the aircraft.

Four days later, Horizon grounded the Fokker F28 and replaced the engine. Shortly after grounding the plane, the airline suspended and demoted Stewart.

### "A serious safety concern"

While passengers may want to hang a medal around this Teamster's neck,

Horizon Air took a different view. Horizon condemned his caution. While the airline conceded the plane had a sixmonth history of vibration problems, it insisted the vibrations were simply an irritant to pilots, not a safety concern.

"It was a serious safety concern,"
Stewart said. "In training they teach us over and over that every airplane crash is the result of a chain of events. There are always a lot of links in the chain. All I was trying to do was break a link in this particular chain so we didn't wind up with a smoking hole in the ground."

Other Horizon pilots back Stewart's assessment. *The Seattle Times* uncovered a pilot who had reported the same problem with #N490US last year.

"It was one of the most insidious and dangerous things that can happen with

an airframe," said the anonymous pilot, who only learned his own complaint had never been acted upon when Stewart's discipline came to light.

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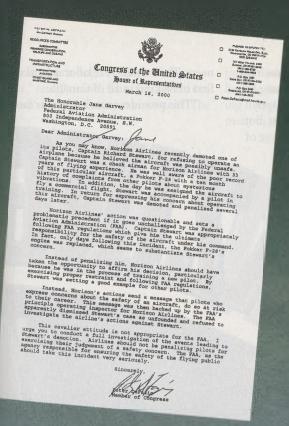
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### Retaliation against contract negotiator?

Stewart is baffled by his employer's behavior. He is a key negotiator in Teamster Local 747's long, difficult contract negotiation with Horizon. But he never expected his bosses to let their frustrations bleed over into their evaluation of his decision-making on safety issues.

"That absolutely floored me," said Stewart. "I wasn't trying to make a political statement or anything else. It never entered my mind."

Horizon CEO George Bagley though, has explicitly linked Stewart's union work



**CALL FOR FAA INVESTIGATION** 

ongressman Peter DeFazio has been a frequent critic of the FAA and a good ally in the fight to improve airline safety. The Teamsters Government Affairs Department has worked with his staff and fully supports his call for an investigation into Captain Stewart's demotion from "check airman" status.

"It was one of the most insidious and dangerous things that can happen with an airframe."

- AN ANDNYMOUS PILO

### **DEFENDING CAPTAIN STEWART**

The Teamsters are employing three strategies to protect Captain Stewart:

- The IBT has filed a grievance over his suspension.
- Congressman Peter DeFazio has inquired about Sewart's demotion from "check airman status."
- An attorney who has worked with Teamsters in the past is researching a lawsuit against Horizon for the attacks it has made against Stewart's reputation and character.

and his motive for making his decision.

Bagley alleged that Stewart was under stress from struggling for two years to obtain a contract for his fellow Horizon pilots.

### **Model Citizen**

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"That's a bunch of nonsense," said Don Treichler, Airline Division International Representative. "But with these Horizon guys it's 'Father knows best' and 'Don't confuse me with the facts.' Buddy Stewart is a bishop in his church. He's got literally thousands of hours instructing other pilots. The 'judgment error' here is Horizon's, not Captain Stewart's."

Until this incident, Stewart had a spotless record. But a few days after requesting the more airworthy replacement, he was suspended with pay. One week later, Captain Stewart was formally reprimanded.

A few days later he was called in again and demoted from his position as a "check airman." A check airman has authority to test and evaluate other pilots for the Federal Aviation Administration (FAA). The demotion cost Stewart financially and, more importantly, reflected badly on his reputation.

"They're trying to make me out to be some sort of over-committed, stressed out individual who's making poor decisions," Stewart said. "That's not true. I've worked hard all my life to build up a good reputation and it seems like my company is trying to take it away from me. I've had a pilot's license since 1967. I've flown for Horizon for 16-plus years, more than 13 of them as a check airman or flight instructor. What they're doing is just not right."

### Not taking it laying down

Obviously, these acts of retaliation cannot be allowed to go unanswered. The Teamsters have already filed a grievance over Captain Stewart's suspension. Congressman Peter DeFazio (D-Oregon) has called on the FAA to investigate the lifting of Stewart's "check airman" status, a move the Teamsters support (see box). Also, there is the possibility of a defamation suit against Horizon for the unfair shadow it has cast on Captain Stewart's reputation.

"I'm really grateful for all the support from my brother and sister Teamsters," said Captain Stewart. "The IBT has been solid from the get-go. They've shown no hesitation about defending me and I've been impressed with the job they've done. It's precisely why we need a union on the property in the first place."

ete Durand had been a Teamster driver for 22 years. At Centennial Concrete in Tecumseh, Ontario he was covered by a contract. He was pleased with the way the union represented him — at the bargaining table, in benefits and in the grievance process.

But whenever he was called to work as a "volunteer" firefighter his Teamster protections disappeared. When two fellow firefighters were given 30-day suspensions after criticizing a fire department decision at a Town Council meeting, Durand knew it was time to organize.

"The guys had worried about losing positions because of municipal mergers and about inadequate health and disability coverage before, but those suspensions were really the last nail in the coffin," Durand said.

Durand alerted Gary Kitchen, Local 880's organizing director. Before long, cards had been collected and a certification election had been requested.

### **Long Road to a Contract**

Tecumseh's firefighters' first challenge was to defeat the town's contention that their status as "volunteers" barred them from organizing. The firefighters were paid a yearly honorarium and an hourly wage for fire calls, but were "volunteer" because they had a choice of whether to respond to any given fire call.

Fortunately, the Ontario Labour Relations Board rejected the town's legalistic classification and issued a historic ruling authorizing Teamster representation of Ontario's volunteer firefighters. The firefighters were actually certified twice, initially in 1997 and again in 1999 when the Ontario government forced a merger of the municipal governments of Tecumseh and Sandwich South, which more than doubled the size of the bargaining unit.

### "Security for our families"

After more than a year of contentious bargaining, Durand and his fellow volunteers in Tecumseh secured a Teamster contract.

The final agreement features wage increases that will amount to a 48 percent increase for Sandwich South firefighters by

neers. Their three-year labor accord is the the time it expires in 2003. Tecumseh firefirst of its kind in all of Canada. fighters, who had seen only one raise in "This provides security for our fami-

the past seven years, are equally happy with the contract's wage provisions, but even more so with its benefits in case of injury or death on a fire call. The contract also



lies, and takes a huge burden off our minds," said Durand, who also served on the contract negotiating committee. "The

ENECURE FIRST CONTRACT

politics are gone now. We can now get back to serving our neighbors and fighting fires, the reason we joined the department in the first place."



Durand's full time job had long
afforded him the peace
of mind and superior
benefits that come
from a Teamster contract.

# THE NEXT CHALLENGES

ocal 880 Organizing Director Gary
Kitchen already has the next fire
department in his sights. News of the
Tecumseh contract victory has prompted
firefighters in the neighboring town of
Essex to seek out Teamster clout. As the
Teamster went to press, Kitchen had in
hand nearly enough signed cards to
request a certification vote from the OLRB.

Despite Canada's well-deserved reputation for civility, the behavior of bosses is maddeningly consistent the world over. As soon as the town of Essex heard about their firefighters' effort to organize, four who management deemed ringleaders were fired. Both a certification vote and an unfair labor practices complaint now loom in the town's future.

Nor are things going entirely smoothly in Tecumseh. Just as the *Teamster* went to press, the town laid off 16 firefighters, nearly a third of the total bargaining unit. Consultations with lawyers have begun and the filing of unfair labor practice charges seems likely.

# Precious Cargo

**Colorado Drivers Pick-up Teamster Representation** 

alph Dyer knew a raw deal when he saw one. At 78, Dyer isn't likely to fall for a workplace scam run by a greedy employer.

But Laidlaw Education Services thought it could spring a new pay scale on its bus drivers, just days before Grand Junction, Colorado's schoolchildren returned to class. The company was gambling that any complications its three-tier pay table provoked would die down before anyone calculated the new plan's bottom line. Laidlaw didn't factor in Dyer.

After receiving a copy of the plan, Dyer did the math. Once he figured in the value of raises promised last year, he realized

the whole maneuver was a sophisticated raid on bus drivers' wallets. So Dyer acted.

He marched into his boss's office and announced his opposition. The boss was unsympathetic. Dyer then called Denver's Local 17 and started an organizing campaign from scratch.

"I'd been thinking about retiring anyway, so I knew I had nothing to lose," said Dyer. "I love hauling the kids, but the company made me so mad. When we first protested, the area general manager said 'If you don't like it, there's the door.' Right then I knew I was going to the Teamsters."

Dyer, Sharon McCampbell and a group of like-minded drivers collected 95 signatures before the fall term was out. The NLRB scheduled an election for the 124-member bargaining unit.

Management held the typical "captive audience" meetings. The company broke drivers into 15-person groups and "counseled" them using a four-person team of human resources honchos. They were no match for Dyer, his team and Local 17. The drivers opted for IBT representation by more than 63 percent.

"These people haul your most precious cargo," said Mike Booth, Local 17 Secretary-Treasurer. "We're not out to break the company, but these drivers deserve fair wages and fair treatment."

### AJAX CHOOSES LOCAL 117

rivers and lot attendants at Ajax Parking in Seattle recently were recognized as members of Seattle's Local 117. The 25-member unit became Teamsters after Local 117 brought a majority of cards to management. Rather than fight the organizing drive, the employer accepted the employees' decision and recognized the union.

Workers sought out Local
117 because of low wages,
poor benefits and little respect
on the job. Ajax operates three
parking lots and a shuttle service for travelers using SeattleTacoma International Airport.
The employees are currently
engaged in negotiations.

Te.



# Nursing Home Workers Fight for Their Patients

### **New Jersey Workers Join Local 469**

obody chooses to work in a nursing home with visions of riches. The 157 newly organized certified nurse's assistants, kitchen workers and assisted living staff at Bayshore Healthcare Center just want decent compensation, a healthy workplace environment and sufficient staff to meet the needs of their patients.

"Our wages stink and that's one reason we fought so hard to become Teamsters," said Evelyn Fletcher, who persevered through two certification votes. "But the biggest issue for us is quality of care. We're dangerously understaffed. Sometimes there are as few as six people on the day shift to care for 63 residents. The night shift can be even worse. In my opinion, getting us a contract with decent staffing levels could be the only way to shape Bayshore up before a real tragedy occurs."

Her bosses' only concern appears to be the bottom line. And if that means over-worked, underpaid staffers and inadequately cared-for residents, they seem to be saying, so be it. The nursing home has fought Teamster efforts to organize tooth and nail.

"They used every underhanded tactic I've ever seen," said Pete Connestro, a key organizer in Local 469's drive. "They put out all sorts of nutty paraphernalia and made all sorts of derogatory comments about Teamsters."

Fortunately, the workers prevailed and are on their way to a first contract.

# Sign Here

### **Local 251 Finds Success Using Card Check Recognition**

ollect signatures and demand recognition, that's the drill in Providence, Rhode Island.

When he can, Local 251 Secretary-Treasurer Stu Mundy seeks voluntary recognition from the employer. By avoiding the trap many employers set on the path to an election, he has rung up a string of organizing victories.

"We don't believe in using the NLRB any more," said Mundy. "We're at the point where we can achieve our organizing goals without all the bureaucracy."

Cooley, Inc. manufactures the laminated plastic fabric used in products like Everlast boxing gloves. Mundy collected 130 signatures and immediately demanded recognition for Cooley's 149 workers. The threat of a recognition strike prompted the bosses to pledge neutrality and

permit a vote monitored by a private arbitrator. Local 251 won, 97-22.

In four other recent cases, workers were granted recognition with no election:

- Yellow Freight After collecting cards from a majority of office and clerical workers, Mundy's threat of a strike brought the company around in less than 24 hours.
- Red Star Express The same scenario played out with Red Star cargo employees, but Red Star was a bit more resistant. It took them a full 48 hours to recognize the union.
- Super Valu Local 251 collected signatures from the office employees.
- Standard Parking All 35 current employees at the new Providence Place Mall signed cards in less than 24 hours. Once the mall's anchor stores open, Standard will employ 85 Teamsters.

# Local 25 Organizing Victories

ou DiGiampaolo and his Boston Local 25 Organizing Department have the kind of energy you want to bottle. In the past year, DiGiampaolo and his assistant Jim Wilson have won 10 organizing campaigns, welcoming hundreds of new Teamsters to the union's ranks.

Lou and his team are so busy that Local 25 President George Cashman has never seen anything quite like it.

"Lou and Jim are some-

thing else," said Cashman.
"Every new bargaining unit
just energizes our members
more. Work like they've been
doing is crucial to the
advancement of Teamsters
everywhere."

### **Organizing highlights:**

Works Department — These
330 proud new Teamsters do
everything in Cambridge
from collecting the trash to
maintaining the roads. After
winning a hard-fought certi-

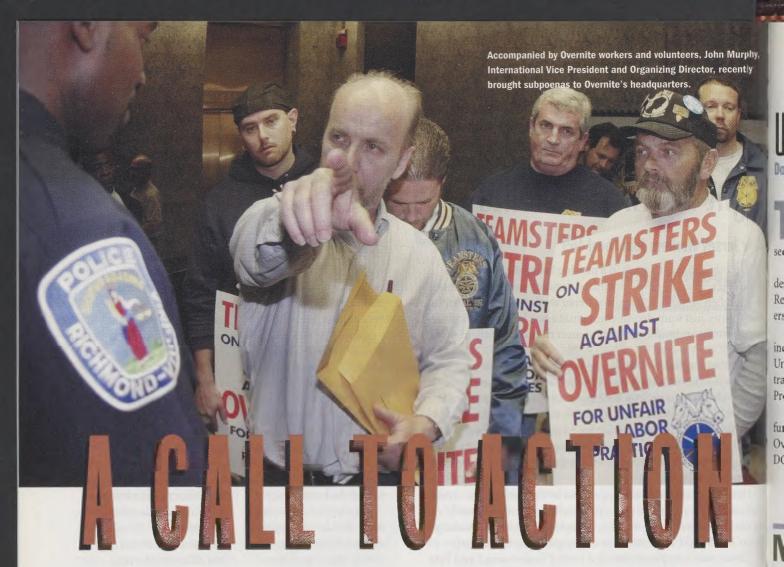
fication election, Local 25 followed up by negotiating a contract that featured a \$2,500 signing bonus and wage increases of nine percent over the three-year life of the contract.

### ■ Mini-Coach of Boston -

It took a one-day recognition strike to get these employers off the dime, but Teamsters won the subsequent election by more than 70 percent. THE RIDE

- Drivers in this division of Massachusetts Transit use cars and vans nsport elderly and

to transport elderly and handicapped patrons to hospitals, clinics and doctors. Mass Transit had a dreadful record with them on wages, conditions, fair treatment, and every other issue that could motivate a worker to join a union. Local 25 won this election 84-3.



### TEAMSTER VOLUNTEERS AND OVERNITE

oadway driver Chester Witchett is embroiled in a battle of parent against parent. It pits him as the father of three children against Union Pacific, the billion-dollar parent of the delinquent Overnite Transportation.

"When I told my 14-year-old that [the Overnite workers] had voted for a union in 1995, he asked why didn't they have it," said Witchett, a member of Atlanta's Local 728. "So, I told him that Overnite is showing just how little respect they have for people and the laws of the land. And that's had an effect on my kid's view on how society is supposed to work."

That's why Witchett and hundreds of other volunteers back up Overnite strikers on the picket lines. Witchett hits the Moreland Avenue picket line three or four times a week. It's doubtful that when the truck line forced the Team-

sters out on an unfair labor practice strike last October, it ever expected such concerted support from rank-and-file Teamsters from other companies.

"This company may have deep pockets, but we have the heart and we have people dedicated to the principles of justice," said Tom Keegel, Teamsters General Secretary-Treasurer. "It's why so many Teamsters are joining the Overnite strike line. We have a century of experience that tells us that if we stay united we will gain a contract at Overnite."

Witchett also beats the drum with his coworkers about the importance of supporting the Overnite strike. Coworker Roosevelt Burton stops by the Overnite line each morning just to bring an update to the Roadway barn.

### **Impact: Far and Wide**

Up in Detroit, Mike McElmury has been rallying a Northern volunteer army. McElmury, a Consolidated Freight (CF) worker who recently became a Teamster project organizer, solicits pledge cards from his CF coworkers and other union members. Workers sign the pledge cards and commit to spending time on the picket line.

pro

"We're not asking somebody to come out everyday, but I do point out that a couple hours a week could mean a hell of a lot to their future," McElmury said. "Our futures depend on this. Every single trucking company is out there watching this. And if we don't win, we're going to feel it when contract time comes."

Alvan's Dave Hyder and CF's Gary Harvey are two of the drivers who have answered the call.

"We have to be out there to show them that we're with them and we're not going to leave," said Hyder a Local 299 Teamster. "That's what being in a union is all about."

# Union to Union

**Donations Give Boost to Strike Fund** 

om Rebman, Secretary-Treasurer of the International Union of Electronic, Electrical, Salaried Machine and Furniture Workers (IUE) presented the Teamsters with a second \$25,000 check in support of the Overnite strike.

"When battling enormous corporations that have deep, deep pockets, we must stand together if we expect to win," Rebman said. "We are proud to stand in unity with our brothers and sisters at the Teamsters."

Many other international unions have donated to the fund including the Hotel and Restaurant Employees Union, the United Food and Commercial Workers, the Union of Needletrades, Industrial and Textile Employees and the Office and Professional Employees Union.

Hundreds of individuals have also donated to the strike fund. If you are interested in donating, send your check to: Overnite Strike Fund, 25 Louisiana Avenue NW, Washington DC 20001.

### **DEDICATED LOCAL 120 MEMBERS**

embers of Minnesota's Local 120 overwhelmingly passed a dues assessment to support Overnite strikers. When the assessment is added to the International's strike benefit, Local 120 Overnite strikers will receive \$550 per week.

Members voted 84 percent to assess the membership \$3 to \$5 per month depending on the members' current dues.

"Local 120 members have always been committed to doing whatever it takes to win this strike," said Tom Keegel, Local 120 President and Teamsters General Secretary-Treasurer. "We need to win this war. And I'm proud that our people have said they're in this battle for the long haul."

### ON THE LINE IN KENTUCKY

Teamsters General President James P. Hoffa joined picketers on the Overnite Line in Louisville, Kentucky. "This is a battle that will be won by those willing to stay out one day longer," Hoffa told picketers. "Looking at the determination and resolve of the Overnite employees and the volunteers, I know we will win this fight."





ort truckers from around the country converged on Washington, D.C. to urge Congress to work to lower fuel prices and end the anti-trust exemption.

"Our port drivers are in dire need of action. They need protection from rising fuel costs and protection from unscrupulous bosses. The Teamsters are here to provide that protection," said James P. Hoffa, Teamsters General President. "We are united in the pursuit of justice for these drivers who keep the economy rolling."

The day prior to the rally, leaders from 20 ports met to coordinate a strategy to bring the more than 50,000 drivers into the union. The drivers – many of whom are considered independent contractors – have been victimized by a

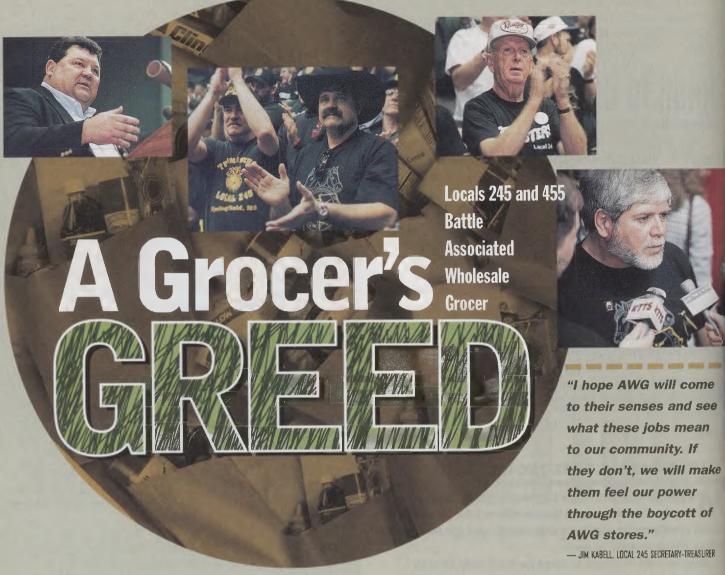
A Drive for JUSTICE

Port Truckers Continue Fight

downward slide in hauling rates that began with the 1980 deregulation of the trucking industry. Studies have shown that after expenses, port drivers' pre-tax pay is only \$7 an hour.

"The message is this: We will negotiate a coast-tocoast agreement that brings an end to the abuses of port drivers. No longer will their lives





lthough the April 1 deadline for a new contract had come and gone, Jim Cheek of Teamsters Local 245 in Springfield, MO still showed up for work at Associated Wholesale Grocers (AWG). He hoped that negotiations could continue for a few days and that a new contract could be hammered out. What Cheek found was that he and all of the other AWG Teamsters had been locked out of work.

"I've put in 29 years with this company and now they do this," Cheek said. "Management planned to outsource my job the entire time."

The lockout came after weeks of intense negotiations. As the Teamsters sought a new contract, AWG sought to maximize its profits on the backs of its employees. Although the company's profits soared from \$220 million in 1998 to \$271 million in 1999, management whined about the

need to "stay competitive."

Now that the contract has expired, AWG has outsourced all of its warehouse and trucking operations and put more than 1,000 Teamsters in Springfield, Oklahoma City and Kansas City out of work.

"We have been back to the bargaining table time after time," said Jim Kabell, Secretary-Treasurer of Local 245. "AWG has not considered even one of our proposals. If the company was really in trouble, we'd be more than willing to do our part to keep it afloat. This is just corporate greed at its worst."

Kabell and his fellow Teamsters are not giving up though. They have built an impressive community coalition with civil rights groups, politicians, religious groups, students, and other unions to stand against AWG's corporate greed.

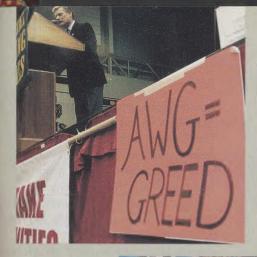
Several weeks before the lockout, the coalition massed an impressive rally attended by General President James P. Hoffa on

the campus of Southwest Missouri State University. More than 7,000 Teamsters, their families and supporters gathered to support the AWG workers. Hoffa urged the crowd to stay united.

"Do not underestimate the strength of the Teamsters," Hoffa said. "We know how to fight and will do whatever it takes to win."

"Having the General President attend our rally was a huge boost for our morale," said Cheek. "When he started speaking and the crowd started cheering, I was so excited that a cold chill went right up my spine."

"Hopefully, AWG will come to their senses and see what these jobs mean to our community," Kabell said. "If they don't, we will make them feel our power through the boycott of AWG stores. Once those fat corporate wallets start to get thinner and thinner, AWG will have no choice but to negotiate."







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- JEANNIE TAYLOR, WIFE OF A 22-YEAR ASSOCIATED WHOLESALE GROCERS (AWG)

### **BRINGING THE GROCERY STRIKE ONLINE**

s the wife of a 22-year Associated Wholesale Grocers (AWG) truck driver. Jeannie Taylor has seen most of the Teamsters usual strike and organizing tactics. With AWG management choosing to outsource her husband's job instead of agreeing to a new contract, Jeannie knew that it was time to bring the fight into cyberspace.

"We've started an e-mail network of more than 125 families throughout Missouri. Kansas and Oklahoma, and we are adding new people every day," said Taylor. "All of the families on our e-mail list receive and share daily updates on the progress of leafleting and picketing efforts against Associated. Between myself and another person, we keep the updates going 18 hours a day."

AWG management locked out their employees on April 2 and chose to outsource their entire warehouse operation rather than agree to a new contract. Negotiations went on for weeks and management rejected every Teamster proposal. Management tried to claim that any new contract must offer significant cost savings so that the company would "remain competitive". Those words rang hollow when it came to light that AWG's gross profits increased by more then \$50 million last year.

A boycott of AWG stores has been crucial to ending the lockout and getting a new contract.

"If AWG will not respect our power at the bargaining table, then they can feel our power as their store profits grow smaller and smaller," said Jim Kabell, Secretary-Treasurer of Local 245 in Springfield, Missouri.

# **Election Rules** Announced

**Teamsters Regaining Control** 

he rules for the 2000-2001 Teamsters Election are the cleanest and strictest ever. The U.S. Department of Justice (DOJ) has agreed that the International Brotherhood of Teamsters is well prepared to finally control its own destiny

through free and fair Teamster elections. Under the proposed Rules, the 2001 election will be conducted under rules created by Teamsters and run by an election administrator appointed by the union.

The election rules:

Prohibit campaign contributions from outsiders, only

electorate in **Teamsters** history" - JAMES P. HOFFA, TEAMSTERS

"This election

will be fair and

open, with the

most Informed

GENERAL PRESIDENT active Teamsters members will be allowed to make contributions.

- Require candidates and independent committees to report all contributions. For the first time, independent committees will be required to disclose the amount of contributions they receive and the number of contributors.
- Provide for the strictest record-keeping and auditing regime ever voluntarily adopted by an American labor union.

As the Teamster went to press, the Teamsters and the DOJ were in final negotiations of the rules. Once these matters are resolved, the Teamster-proposed election rules will submitted for approval by the Teamster General Executive Board. Watch the new www.teamster.com website for an announcement of the final rules and their full text.

### **ELECTIONS CALENDAR**

Summer 2000 First delegate elections

in seasonal Local Unions

June 2001 International Convention Candidates for International office nominated

October 2001 Ballots mailed

November 2001 Ballots returned and counted



thousands came out of closets to admit their addiction and demand a solution. They besieged convenience store clerks, unburdened themselves to radio gabfest hosts and, in at least one case, wrote to Congress seeking federal intervention.

Once the 1,400 New England Bakery Drivers went on strike (joined by 160 Pittsburgh bakery drivers whose contract renewal IBC was stonewalling) an epic battle was joined. The Great Twinkie Shortage of 2000 had begun.

# **Twinkie** Illithdrawal

**Bakery Drivers Force Bosses' Hands** 

winkie the Kid provoked a high stakes showdown with the Teamster's New England Bakery Drivers Council. The showdown got more coverage than a WWF Smackdown. But after days of trash-talking bravado, The Kid folded like a limp biscuit.

### **IBC Disrespects Arbitrator**

The dispute started after Interstate Bakeries Corporation (IBC), which distributes such brands as Hostess, Nissen, Drake's and Sunbeam, decided it was above the law. IBC's contract with the Drivers Council requires arbitration of grievance disputes. IBC lost several arbitrations arising at and around its Biddeford, Maine plant. So IBC decided to defy the decisions.

The arbitrators had punished IBC for wrongfully discharging an employee, manipulating the seniority list, transferring out bargaining unit work and co-mingling products on the trucks. All these actions violated contract work rules.

IBC senior marketing vice-president Mark Dirkes to the national media. He insisted the company could ignore the rulings because IBC felt "shut out of the process."

### **Teamsters Step Up the Pressure**

IBC soon found it would have to eat its words before its customers could eat any more Hostess pastries.

"Strikes must always be the last resort," said Richard Volpe, Teamster Bakery Conference Director. "But in this case the company is being totally unyielding on a point where it is clearly wrong. We hope IBC comes to its senses before kids all over the northeast start to miss their Twinkies, Ho-Hos and peanut butter sandwiches."

### The Great Twinkie Shortage of 2000

But children turned out to be less aggrieved than adults. Grown-ups by the

Picket lines extended from Biddeford to Wayne, NJ, Jamaica, Queens,

Buffalo, NY and Philadelphia, PA. From Pittsburgh they extended to Akron, OH. At its height, the job action idled 5000 workers (Teamsters and the Bakers) who refused to cross their lines.

What's Coming Between

This led to a Twinkie frenzy that even organizers hadn't fully expected. Store shelves lay barren. Coverage popped up in major newspapers. Office workers suffering the painful symptoms of Twinkie withdrawal were featured on noontime news broadcasts. NBC's Today show interviewed suffering convenience store owners and junk food addicts alike. Before IBC finally caved, boxes of Twinkies could be found at the popular Ebay.com online auction site, offered for upwards of \$10.00/box.

Within a week's time IBC threw in the towel.

"The arbitrators were biased," whined

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### **Sweet Victory**

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"Right now it sounds like everyone is going to get their Twinkies," said Robert Piccone, Local 340 President, which represents the Biddeford plant, announcing the strike's tentative settlement.

Local 340's Bill Turkewitz expressed relief, both for his New England brothers and sisters and for the 160 in Pittsburgh who receive the decent contract they'd sought for months.

"We'd much rather be working than not," said Turkewitz. "It was just a matter of standing firm with bosses who'll try anything if you don't watch 'em. We only win these things by fighting together. It's another great day to be a Teamster."

hen Fieldbrook Farms bought the Dunkirk Ice Cream plant in Cheektowaga, New York three years ago, Local 264's Tom Nasca understood there would be transition pains.

He and his fellow Local 264 members agreed to a three-year extension of the contract they had with Dunkirk as a way of easing the transition. But instead of appreciating the workers commitment, Dunkirk took advantage of it. Over the course of the three years, working conditions at the plant went from bad to worse.

"Items in the contract that we had agreed upon with Dunkirk, were interpreted differently by Fieldbrook," said

Ed McDonald of Local 264. "Not only did management freeze our wages, they also brought in more seasonal employees that were not part of the contract."

### **Forced to Strike**

With all other measures to agree upon a new contract failing, Fieldbrook employees were left with no choice but to strike.

"The community was totally behind us," said Nasca. "I knew with the unity and intensity our workers had, that we could strike as long as it took."

"As long as it took" ended up being only five days. Fieldbrook management agreed to a new contract and the members then ratified the contract by a vote of 192-81. The contract includes:

- Wage increases
- A five percent increase in Fieldbrook's 401(k) matching contribution.
- The doubling of life insurance coverage

- 100 percent employee medical coverage, paid by Fieldbrook
- A dental plan

"This victory shows the power of Teamster unity," said McDonald. "The employees felt powerless individually, but they really galvanized as a group to show the company that they deserved a fair contract."

With the new contract, Nasca has begun reaping the contract's benefits of in the form of his new 401(k) account.

"The raises and the increased company match will definitely help me start saving for retirement," Nasca said. "It's nice to know that I will have some income to retire on."

# A Rocky Road

Teamster Unity Melts Ice Cream Company's Demands, Secures Good Contract



### REPORT LI TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: Independent Review Board

Grant Crandall Frederick B. Lacey William H. Webster DATED: March 24, 2000

### I. INTRODUCTION

This is the Independent Review Board's ("IRB") Fifty-first Report to you on its activities conducted pursuant to the Consent Order. In this Report, we will discuss matters that have recently come before us, including six new Investigative Reports and the status of pending charges about which we have previously informed you. The progress of these pending charges will be provided in future reports.

### II. NEW INVESTIGATIVE REPORTS

### A. LOCAL 239 - East Meadow, New York

On February 24, 2000, the IRB issued an Investigative Report to General President Hoffa recommending that Local 239 be placed in trusteeship. The Local is not being conducted in accordance with the IBT Constitution or for the benefit of its members. The Local continues to operate under a set of Bylaws that have not been revised since 1951 and that did not have a quorum requirement for monthly membership meetings. In the majority of membership meetings held, the Executive Board members were the majority. Furthermore, it appears that Local employees caused Fund monies to be embezzled by submitting false time allocation forms to the Local which were used to calculate monthly reimbursements from the Funds to the Local. Also, it further appears that Anthony Miceli, the Local's principal officer, caused \$39,610 in unauthorized bonuses to be paid to officers and employees and at least \$14,580 in unauthorized raises to three employees when he failed to get approvals from the Executive Board and the members. Lastly, it appears that the Local enforced and supervised collective bargaining agreements in ways that accommodated ineligible owners and neglected that which would protect eligible employees. Effective March 8, 2000, General President Hoffa put Local 239 in trusteeship and appointed Daniel J. Kane, Sr., as Temporary Trustee.

### B. CRAIG KIRCHNER - Local 247,

### Detroit, Michigan

On March 23, 2000, the IRB issued an Investigative Report to Lawrence Brennan, President of Joint Council 43, concerning former Local 247 Vice President and Business Agent and current member Craig Kirchner. The Investigative Report recommended that he be charged with bringing reproach upon the IBT by accepting and keeping money from an employer in violation of federal law and by converting Local money when he failed to report the receipt of this payment and to forward the payment to the Local. Mr. Brennan was given ninety days within which to file charges, hold a hearing and forward a final written report to the IRB.

### C. LOCAL 806 - Garden City, New York

On February 18, 2000, the IRB issued an Investigative Report to General President Hoffa recommending that Local 806 be put in trusteeship. The Local is not being conducted in accordance with the IBT Constitution or for the benefit of its members and has not functioned in a democratic manner since its founding. The financial condition of the Local is precarious. Over the last five years, the Local held only four general membership meetings at which a quorum of 15 members were present and failed to hold the required number of Executive Board meetings. In addition, the Local apparently did not operate under approved Bylaws until 1998. In the absence of approved Bylaws, the Executive Board in 1995 and 1997 voted the Secretary-Treasurer salary increases and Christmas bonuses totaling approximately \$62,899, which it had no authority to grant.

Also, for many years the Local was dependent for solvency on money received from pension and welfare and other funds. From 1987 through 1998, the Local received a total of \$1,171,298 from the Local health and welfare fund. Lastly, the Local negotiated and entered into at least seven sham collective bargaining agreements with employers where the Local's officers failed to supervise and enforce several of these contracts. On March 3, 2000, General President Hoffa put Local 806 in trusteeship and appointed Joel LeFevre as Temporary Trustee.

### D. IVAN CERINA AND ALBERT DESTEFANO - Local 806, Garden City, New York

On March 23, 2000, the IRB issued Investigative Reports to Joel LeFevre, Trustee of Local 806, concerning Local 806 members Ivan Cerina and Albert DeStefano. The Investigative Reports recommended that each be charged with bringing reproach upon the IBT by willfully and without justification refusing to appear for his sworn in-person examination. Trustee LeFevre was given ninety days in which to file the charges, hold hearings and forward final written reports to the IRB.

### E. DONALD CALAGNA - Local 806, Garden City, New York

On March 23, 2000, the IRB issued an Investigative Report to Joel LeFevre, Trustee of Local 806, concerning former Local 806 Secretary-Treasurer and current member Donald Calagna. The Investigative Report recommended that he be charged with bringing reproach upon the IBT by seeking and receiving salary increases and bonuses totaling more than \$69,000 in the absence of approved Bylaws and without the approval of the members of Local 806. Trustee LeFevre was given ninety days in which to file the charge, hold a hearing and forward a final written report to the IRB.

### III. STATUS OF PREVIOUS IRB CHARGES

### A. JOSEPH A. PADELLARO

In past issues of the *Teamster* magazine, we informed you that former International Trustee Joseph A. Padellaro allegedly embezzled over \$12,000 from the Locals and Joint Councils he was overseeing, breached his fiduciary duty to the members and brought reproach upon the IBT. On February 25, 2000, Mr. Padellaro signed an agreement wherein he agreed to make restitution for any duplicate payments not previously reimbursed and to be permanently barred from the IBT and IBT affiliates.

On March 24, 2000, the IRB was preparing to forward the agreement to Judge Edelstein.

### B. J. D. POTTER -Local 19, Grapevine, Texas

In past issues of the *Teamster* magazine, we informed you that Local 19 President J. D. Potter allegedly testified falsely about the source of a contribution made to the Hoffa Campaign, and also testified falsely to the Election Officer. On November 2, 1999, General President Hoffa issued his decision that the charges be dismissed. The IRB notified Mr. Hoffa that his decision was made without considering all the evidence. On March 16, 2000, the IBT informed the IRB that the statements made by Potter showed that the charges should be dismissed. On March 20, 2000, the IRB determined to conduct a de novo hearing.

# C. WILLIAM C. WRIGHT, JR. AND VINCENT N. LASITA -Local 100, Cincinnati, Ohio

We have previously informed you that Local 100 President William C. Wright, Jr. and Secretary-Treasurer Vincent N. Lasita allegedly engaged in a pattern of violating the Local's Bylaws and the IBT Constitution. After the IRB notified Joint Council 1 twice that its decisions and sanctions were inadequate, the IRB scheduled a hearing; however, Wright and Lasita signed agreements wherein each was suspended from office for one year. Judge Edelstein has approved the agreements.

### D. WILLIAM F. ANDERSON, JR. - Local 107, Philadelphia, Pennsylvania

We have previously informed you that Local 107 member William F. Anderson, Jr. was charged with bringing reproach upon the IBT by assaulting a fellow member of the IBT. General President Hoffa appointed a hearing panel which held a hearing on December 1, 1999. On March 3, 2000, Mr. Hoffa issued a decision in which he found Anderson guilty as charged and suspended him from membership in the IBT for a period of two years, prohibited him from participating in all union functions during this suspension period, and fined him an amount equal to four years dues. On March 23, 2000, the IRB notified Mr. Hoffa that the decision was not inadequate.

### E. MICHAEL A. MALENA - Local 282, Lake Success, New York

We have previously informed you that Michael A. Malena was charged with refusing to answer questions at his sworn inperson examination. On March 3, 2000, General President Hoffa informed the IRB that Malena was found guilty as charged and was permanently barred from the IBT and any IBT-affiliated entity. The IRB notified Mr. Hoffa on March 23, 2000, that it found the decision not inadequate.

# F. ROBERT F. HOLMES AND THOMAS WERTHMANN - Local 337, Detroit, Michigan

In past issues of the *Teamster* magazine, we informed you that Local 337 Vice President and Business Agent Robert F. Holmes allegedly brought reproach upon the IBT by entering into sham collective bargaining agreements with employers in order to permit the mother and husband of one employer and the owner of another company to fraudulently obtain membership in Local 337. We informed you further that former member Thomas Werthmann allegedly brought reproach upon the IBT,

while he was an employer and in collusion with Business Agent Robert F. Holmes, by entering into a sham collective bargaining agreement to fraudulently obtain membership in Local 337.

On November 23, 1999, Local 337 President Brennan notified the IRB that the Executive Board of Local 337 had dismissed the charges against Werthmann and suspended Holmes from employment for ten days. On January 28, 2000, the IRB notified Mr. Brennan that it found inadequate the Executive Board's decision and it was returning the matter to the Executive Board for reconsideration. The Executive Board issued its supplemental decision on March 13, 2000, wherein Werthmann was permanently barred from the IBT and Holmes was suspended from employment by Local 337 for a total of thirty days. The IRB has the matter under review.

### G.DANIEL SLEMKO - Local 362, Calgary, Alberta, Canada

We have previously informed you that Local 362 member Daniel Slemko was charged by Joint Council 90 with bringing reproach upon the IBT by engaging in a scheme to collect ballots from another member and personally mark the ballots in the 1996 IBT Rerun Election. Because of litigation which has only recently concluded, the hearing on this matter was held on March 2, 2000. The panel found Slemko guilty as charged and recommended that he be permanently banned from the IBT. On March 16, 2000, General President Hoffa adopted the panel recommendation and reissued it as his decision. The IRB has the matter under review.

### H.ROBERT TRIANO - Local 398, Rochester, New York

We have previously informed you that Local 398 member Robert Triano was charged with associating with John Trivigno after Trivigno was permanently barred from all IBT positions, including IBT membership. General President Hoffa filed the charge and he then referred the charge back to the IRB for a hearing. The IRB held a hearing on the charge and on November 22, 1999, issued its decision finding Triano guilty as charged and permanently barred him from the IBT and any IBT-affiliated entity. On February 8, 2000, Judge Edelstein affirmed the IRB's decision.

### I. STEVEN BARNES - Local 456, Elmsford, New York

In past issues of the *Teamster* magazine, we informed you that Local 456 member Steven Barnes allegedly maintained a sham membership in the IBT while he was an employer ineligible for membership. His company had no collective bargaining agreement with the Local and the Local was not intended to be his exclusive bargaining representative with the power to execute agreements covering the terms of his employment. The Local 456 Executive Board filed the charge and held a hearing on January 5, 2000.

In its decision of February 22, 2000, the Executive Board found Barnes guilty of having an improper membership and expelled him from Local 456, subject to the right of reinstatement under the IBT Constitution. The IRB notified the Local 456 President that the decision is inadequate because the IRB believes there must be a period of at least two years before Barnes can apply for reinstatement to the Union.

### J. TERRENCE FREEMAN - Local 507, Cleveland, Ohio

We have previously informed you that Local 507 member Terrence Freeman testified falsely before a federal grand jury and was convicted of the felony of perjury. He further testified falsely concerning his meeting in 1993 with an employer with regard to the upcoming 1993 Local Union election. Joint Council 1 filed the charge and held a hearing. After the IRB notified Joint Council 1 twice that its decisions were inadequate, the IRB held a new hearing. On January 31, 2000, the IRB issued its decision wherein Freeman was found guilty as charged and was suspended for three years, less the twentymonth suspension already served. During the remaining sixteen months of his suspension, Freeman may not obtain employment, consulting or other work, from the IBT or any IBT-affiliated entity. If he desires, he may maintain his membership in the IBT; but Freeman may not participate in any affairs of the Local Union.

The decision was sent to Judge Edelstein on February 9, 2000. On March 3, 2000, the United States Attorney's office for the Southern District of New York requested that Judge Edelstein return the decision to the IRB for further review of the matter. Counsel to Freeman provided additional information to the District Court on March 6, 2000, and the United States Attorney modified the earlier request but continued the request for return of the decision to the IRB.

# K. KEVIN WATTS AND JAMES BERNARDONE - Local 531, Yonkers, New York

In past issues of the *Teamster* magazine, we informed you that Local 531 President Kevin Watts and Secretary-Treasurer James Bernardone allegedly testified falsely about the use of Local 531 vehicles during the six-year period in which Bernardone did not have a valid driver's license. Bernardone also allegedly entered into at least four sham collective bargaining agreements with employers or their spouses who were ineligible for membership in the union.

The charges were filed as recommended by the IRB, the IBT appointed an Article XIX hearing panel and a hearing was held on Bernardone and Watts on February 10, 2000, but Watts' hearing was rescheduled for March 8, 2000, after Watts objected that he had not received proper notice of the hearing. On March 13, 2000, the IRB was notified that the Watts hearing was rescheduled for March 28, 2000.

### L. HENRY SCHWEITZER - Local 531, Yonkers, New York

In past issues of the *Teamster* magazine, we informed you that Local 531 member Henry Schweitzer allegedly brought reproach upon the IBT by refusing to appear for his sworn inperson examination and by maintaining membership in the IBT while he was an employer ineligible for membership and had not designated the Local to be the exclusive bargaining agent for the terms and conditions of his employment. Charges were filed as recommended by the IRB, an Article XIX panel was appointed by the IBT, and a hearing was held on February 10, 2000. The IRB is awaiting the panel recommendation and IBT decision.

### M. MODESTINO C. FESTA - Local 560, Union City, New Jersey

We have previously informed you that Local 560 member Modestino C. Festa was charged with associating with Michael Sciarra, a member of the Genovese LCN Family, and agreeing to obtain a Teamster Book, reflecting membership in the IBT, for an individual who was not employed by a company which had a collective bargaining agreement and who was not otherwise eligible for membership in the IBT. General President Hoffa filed the charges and he then referred the charges back to the IRB for a hearing. The IRB held a hearing on the charges and on November 15, 1999, issued its decision finding Festa guilty as charged and permanently barred him from the IBT. On February 8, 2000, Judge Edelstein affirmed the IRB's decision.

### N.JOSEPH ALIGO - Local 707, Hempstead New York

We previously informed you that Local 707 member Joseph Aligo was charged with knowingly associating with Michael Sciarra, an organized crime figure, who was enjoined from participating in union affairs. General President Hoffa filed the charge and he then referred the charge back to the IRB for a hearing. The IRB held a hearing on Aligo and found him guilty as charged. The IRB issued its decision wherein Aligo is permanently barred from the IBT. The decision is with Judge Edelstein for approval.

### O.HAROLD BRANCHE - Local 771, Lancaster, Pennsylvania

In past issues of the Teamster magazine, we informed you that Local 771 member Harold Branche allegedly brought reproach upon the IBT, embezzled money from Local 771 and violated his fiduciary responsibility to the members by causing payments to be made to himself and another member without approval by, and disclosure to, the Local Executive Board and the members. As a result, he personally received a payment of at least \$2,089 to which he was not entitled and consented to the payment of \$2,284 to another member. Because of the Local 771 panel's potential lack of independence with Branche, Joint Council 53 assumed responsibility and scheduled a hearing. However, on January 28, 2000, Branche submitted an agreement to Joint Council 53 and the hearing was postponed pending review of the agreement by the IRB. On March 24, 2000, the IRB notified the Joint Council 53 President that the agreement was rejected as to form and that when revised it would be reviewed by the IRB.

### P. LOUIS SMITH AND LARRY STEIN - Local 810, New York, New York

We have previously informed you that President Louis Smith and former member Larry Stein allegedly brought reproach upon the IBT when Smith entered into a sham collective bargaining agreement with a company where the only member was the owner of the company and that owner was Stein who maintained a sham membership in the IBT. The attorney retained by the Local presented the charges and the Local 810 Executive Board held a hearing on January 26, 2000. In its decision of February 7, 2000, the Executive Board concluded that the evidence does not sustain the charges against Smith and Stein. On March 16, 2000, the IRB notified the Local 810 Executive Board that it

found the hearing panel's conclusions inadequate and the Local's actions to be in bad faith for the following reasons: an involved Local 810 officer chaired the hearing panel in violation of the IBT Constitution and the decision disregarded the evidence that Stein was an owner not entitled to unrestricted union membership and that the collective bargaining agreement was a sham.

### Q.JOSEPH C. MULE - Local 813, New York, New York

We have previously informed you that Local 813 member Joseph C. Mule was charged with maintaining a sham membership in the IBT while he was an employer ineligible for membership in the union. In General President Hoffa's decision of March 3, 2000, he found Mule guilty as charged and permanently barred him from the IBT and any IBT-affiliated entity. On March 24, 2000, the IRB notified Mr. Hoffa that his decision needs a clarifying statement as to whether Mule is precluded from having contributions made by any IBT entity to any IBT-affiliated benefit plan on his behalf.

### R. MICHAEL A. MIRABELLO, MICHAEL GENEROSO, JR., AND VINCENT GENEROSO - Local 813, New York, New York

We have previously informed you that Local 813 former member Michael A. Mirabello maintained a sham membership in the IBT while he was an employer ineligible for membership in the union and former members Michael Generoso, Jr. and Vincent Generoso maintained sham memberships while not working for the employer listed on the Local 813 records. On March 3, 2000, General President Hoffa issued decisions in which he found all three guilty as charged and permanently barred each from the IBT and any IBT-affiliated entity. On March 24, 2000, the IRB notified Mr. Hoffa that his decision needs a clarifying statement as to whether each is precluded from having contributions made by any IBT entity to any IBT-affiliated benefit plan on his behalf.

### S. BRUCE KAPP - Local 813, New York, New York

In past issues of the *Teamster* magazine, we informed you that former Local 813 member Bruce Kapp allegedly brought reproach upon the IBT by defrauding another member causing him harm and receiving a \$100 payment from his company through falsely representing he was selling a raffle ticket. Also, he allegedly allowed at least eight employers to maintain sham memberships by entering into sham collective bargaining agreements to permit them to fraudulently obtain membership in Local 1034 when they were all company owners ineligible for membership in the IBT. Lastly, Kapp allegedly entered into three written contracts that described conditions of employment for wages and vacation time that he knew at the time did not apply to these members who owned the companies and thereby impaired the Local's obligation under New York law to keep accurate records.

Trustee Eugene Maney filed the charges and an Article XIX hearing panel held a hearing. On March 21, 2000, the IRB notified General President Hoffa that over ninety days had elapsed since receipt of the IRB report and he had seven days to file with the IRB written findings setting forth the action taken and the reasons for that action.

## T. LARRY PLOTNICK - Local 815, Englewood Cliffs, New Jersey

In past issues of the *Teamster* magazine, we informed you that Local 815 President Larry Plotnick allegedly breached his fiduciary duties to the members by embezzling Local funds of at least \$49,188 and by creating false records which were submitted to the Local for reimbursement in violation of Federal law. Counsel to Joint Council 16 notified the IRB that he believes that the charges can be resolved by agreement and without a hearing. A hearing was adjourned to the week of March 20, 2000, and subsequently rescheduled for April 19, 2000.

# U. BASIL McDONALD - Local 815, Englewood Cliffs, New Jersey

In past issues of the *Teamster* magazine, we informed you that former Local 815 Trustee and Business Agent Basil McDonald allegedly brought reproach upon the IBT by allowing company owners fraudulently to maintain membership in Local 815 in violation of the IBT Constitution and the terms of the collective bargaining agreements. Counsel to Joint Council 16 notified the IRB that he believes that the charges can be resolved by agreement and without a hearing. A hearing was adjourned to the week of March 20, 2000, and subsequently rescheduled for April 19, 2000.

### V. BENJAMIN CAMADECO - Local 815, Englewood Cliffs, New Jersey

In past issues of the *Teamster* magazine, we informed you that former Local 815 Secretary-Treasurer Benjamin Camadeco allegedly breached his fiduciary duties to the members and engaged in a scheme by which he and President Larry Plotnick embezzled at least \$104,982 from Local 815. Camadeco allegedly approved Larry Plotnick's meal expenses and failed to reasonably inquire into the suspicious circumstances surrounding those expenses. Camadeco also allegedly caused Local 815 to fail to maintain required records and to have false records in violation of its legal obligations. Counsel to Joint Council 16 notified the IRB that he believes that the charges can be resolved by agreement and without a hearing. A hearing was adjourned to the week of March 20, 2000, and subsequently rescheduled for April 19, 2000.

## W. THOMAS R. O'DONNELL - Local 817, Lake Success, New York

Previously we reported to you that charges were filed against Thomas R. O'Donnell of Local 817 alleging the intentional filing of reports with the Election Officer misstating the identity of the person who actually performed the campaign services for O'Donnell's campaign. General Secretary-Treasurer Keegel found that O'Donnell had not intentionally deceived the Election Officer but directed O'Donnell to remit a fine of \$6,500 as a penalty for his actions. On January 4, 2000, the IRB notified Mr. Keegel that the decision was inadequate. In response to Mr. Keegel's January 21, 2000, letter to the IRB that the decision remained the same, the IRB scheduled a new hearing before it for May 22, 2000.

### X. VINCENT FATTIZZI (former Recording Secretary), VINCENT FATTIZZI, and DINA FATTIZZI - Local 851, Valley Stream, New York

We have previously informed you that Local 851 former Recording Secretary and member Vincent Fattizzi, former member Vincent Fattizzi and member Dina Fattizzi knowingly associated with Anthony Razza after Razza was permanently barred from the IBT and all IBT positions and enjoined from participating in union affairs. Prior to their IRB-scheduled hearings, each Fattizzi submitted an agreement to the IRB wherein each is permanently barred from the IBT. Judge Edelstein has affirmed all three agreements.

# Y. EDWARD J. MIRELES AND PAUL J. ROA. Local 952, Orange, California

We have previously informed you that Local 952 Secretary-Treasurer Edward J. Mireles and Business Agent Paul Roa were charged with requiring business agents to fail to make a month's dues payment in a timely manner, thereby making them ineligible to run for office in a Local Union officer election. Mr. Mireles was also charged with testifying falsely about the matter and encouraging the Local officers and employees to lie to the IRB. We also informed you General President Hoffa found Roa not guilty of the charge and the General Executive Board found Mireles guilty of the charges and suspended him for three years. When told that their decisions were inadequate, the General Executive Board and Mr. Hoffa notified the IRB that the decisions stand as previously stated. The IRB has scheduled a new hearing for April 17 and 18, 2000.

### IV. TOLL-FREE HOTLINE

Since our last report to you, the hotline has received approximately 125 calls reporting alleged improprieties. As in the past, all calls which appeared to fall within IRB jurisdiction were referred for investigation. Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

Continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (1-800-225-5472). If you are calling from within Washington, D.C., dial 434-8085. The IRB facsimile number is 202-434-8084.

### V. CONCLUSION

As always, our task is to insure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities. If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline noted above or you may write to either the IRB Chief Investigator or the IRB office:

Charles M. Carberry, Chief Investigator 17 Battery Place, Suite 331 New York, NY 10004

Independent Review Board 444 North Capitol Street, NW Suite 528 Washington, DC 20001

# UNITED STATES DISTRICT COURT SOUTHERN DISTRICT OF NEW YORK MEMORANDUM & ORDER

88 CIV. 4486 (DNE)

United States of America,

PLAINTIFFS,

-V

International Brotherhood of Teamsters, et al., DEFENDANTS.

### EDELSTEIN, DISTRICT JUDGE:

WHEREAS on May 24, 1999, the Independent Review Board ("IRB") issued an Investigative Report (the "IRB Report") and forwarded it to the General Executive Board of the International Brotherhood of Teamsters ("IBT") recommending charges against Local 560 member Modestino C. Festa, also known as "Augie" Festa ("Festa"), for bringing reproach upon the IBT by knowingly associating with a member of organized crime, in violation of Article II, Section 2(a) and Article XIX, Section 7(b)(1), (2) and (9) of the IBT Constitution, and by knowingly violating his duty of fidelity to the Local by agreeing to obtain a Teamsters Book, reflecting membership in the IBT, for an individual who was not employed by a company which had a collective bargaining agreement with a Teamster local union and who was not otherwise eligible for membership with the IBT, in violation of Article II, Section 2(a) and Article XIX, Section 7(b)(1) and (2) of the IBT Constitution; and

WHEREAS by letter dated May 26, 1999, James P. Hoffa, General President of the IBT, advised the IRB he had adopted and filed the recommended charges against Festa and that the charges were referred back to the IRB for adjudication; and

WHEREAS on June 8, 1999, at the direction of the IRB, John J. Cronin, Jr. ("Cronin"), the IRB Administrator, notified Festa by UPS overnight letter, that a hearing was scheduled for July 8, 1999, at 10:00 a.m., at the offices of the IRB, located at 444 North Capitol Street, N.W., Suite 528, Washington, D.C., and also gave Festa the opportunity, in the alternative, to have the hearing in New York City, if he were to reply within five days stating his preference; and

WHEREAS on June 14, 1999, by UPS overnight letter to Festa, Cronin confirmed Festa's telephone call of June 11, 1999 advising that he would not appear at the hearing, and postponed

the hearing until August 3, 1999; and

WHEREAS on June 17, 1999, by UPS overnight letter, Cronin informed Festa that the hearing was rescheduled for August 3, 1999, at 10:00 a.m., at the law offices of LeBoeuf, Lamb, Greene & MacRae, 125 West 55th Street, 19th Floor, New York, NY; and

WHEREAS on August 3, 1999, the noticed hearing went forward before the IRB and Festa did not attend, did not submit any papers in his behalf, and was not represented at the hearing;

and

WHEREAS at the hearing, the IRB reviewed evidence, including testimony of Federal Bureau of Investigation ("FBI") Special Agent Michael A. Campi, stating that the FBI considers Michael Sciarra ("Sciarra") to be a member of the Genovese La

Cosa Nostra ("LCN"), and enumerating several instances where Festa had extensive contact with Sciarra, and showing that Festa agreed to obtain a Teamster Book for an individual who was not eligible for membership in the IBT; and

WHEREAS by letter dated December 1, 1999, this Court offered Festa the opportunity to submit written objections to Application LXXVI by December 15, 1999 at 5:00 p.m.; and

WHEREAS Festa never submitted any objections to Application LXXVI to this Court; and

WHEREAS having reviewed the IRB's November 15, 1999 Opinion and Decision and all accompanying exhibits, this Court finds that the charge against Festa has been proven by a preponderance of the evidence; and

WHEREAS having reviewed the sanctions imposed by the IRB, this Court finds that the sanctions are proportionate to the severity of the misconduct of which Festa is guilty; and

WHEREAS accordingly, this Court finds that Application LXXVI of the IRB should be granted;

IT IS HEREBY ORDERED THAT Application LXXVI of the Independent Review Board regarding the charges and sanctions imposed against Modestino C. Festa is GRANTED. SO ORDERED.

DATED: New York, New York February 8, 2000

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UNITED STATES DISTRICT COURT SOUTHERN DISTRICT OF NEW YORK MEMORANDUM & ORDER

88 CIV. 4486 (DNE)

United States of America,

PLAINTIFFS,

-V-

International Brotherhood of Teamsters, et al., DEFENDANTS.

EDELSTEIN, DISTRICT JUDGE:

WHEREAS on May 28, 1999, the Independent Review Board ("IRB") issued an Investigative Report (the "IRB Report") and forwarded it to the General Executive Board of the International Brotherhood of Teamsters ("IBT") recommending charges against Local 398 member Robert Triano, for bringing reproach upon the IBT by knowingly associating with a former Local officer who had been barred from all union activity for associating with members of organized crime, in violation of Article II, Section 2(a) and Article XIX, Section 7(b)(1) and (2) of the IBT Constitution; and

WHEREAS by letter dated June 7, 1999, James P. Hoffa, General President of the IBT, advised the IRB he had adopted and filed the recommended charges against Triano and that the

charges were referred back to the IRB for adjudication; and

WHEREAS on June 14, 1999, at the direction of the IRB, John J. Cronin, Jr. ("Cronin"), the IRB Administrator, notified Triano, by UPS overnight letter, that a hearing was scheduled for July 8, 1999, at 10:00 a.m., at the offices of the IRB, located at 444 North Capitol Street, N.W., Suite 528, Washington, D.C., and also gave Triano the opportunity, in the alternative, to have the hearing in Rochester, New York, if he were to reply within five days stating his preference; and

WHEREAS on June 17, 1999, by UPS overnight letter to Triano, Cronin confirmed Triano's telephone calls of June 15 and June 16, 1999, advising Cronin that he would not appear at the hearing, and rescheduled the hearing for August 3, 1999, at 10:00 a.m., at the law offices of LeBoeuf, Lamb, Greene & MacRae, 125 West 55th Street, 19th Floor, New York, NY; and

WHEREAS on July 14, 1999, by UPS overnight letter to Triano, Cronin confirmed a telephone conversation in which Triano advised that he would not attend the August 3, 1999 hearing; and

WHEREAS on August 3, 1999, the noticed hearing went forward before the IRB and Triano did not attend, did not submit any papers in his behalf, and was not represented at the hearing; and

WHEREAS at the hearing, the IRB reviewed evidence, including Triano's own testimony, establishing that Triano violated the IBT Constitution by maintaining a purposeful association with former Local President John Trivigno after he knew that Trivigno had been barred from the Local for his association with organized crime members; and

WHEREAS by letter dated December 1, 1999, this Court offered Triano the opportunity to submit written objections to Application LXXVII by December 15, 1999 at 5:00 p.m.; and

WHEREAS Triano never submitted any objections to Application LXXVII to this Court; and

WHEREAS having reviewed the IRB's November 22, 1999 Opinion and Decision and all accompanying exhibits, this Court finds that the charge against Triano has been proven by a preponderance of the evidence; and

WHEREAS having reviewed the sanctions imposed by the IRB, this Court finds that the sanctions are proportionate to the severity of the misconduct of which Triano is guilty; and

WHEREAS accordingly, this Court finds that Application LXXVII of the IRB should be granted;

IT IS HEREBY ORDERED THAT Application LXXVII of the Independent Review Board regarding the charges and sanctions imposed against Robert Triano is GRANTED. SO ORDERED.

DATED: New York, New York February 8, 2000

Man Ease (Cu. U.S.D.J.

T'S LUNCHTIME. NORMALLY THE TIME UPS DRIVER JOHNNY STAATS PULLS OFF THE ROAD AND GETS IN

SOME MANDOLIN PRACTICE.

But lately, lunch has been like playing a series of impromptu concerts. Since the release of Wires and Wood, Staats' debut album on Giant Records, he has performed truck-side concerts for reporters from the New York Times, People, NBC's Today Show and CNN. His already jammed schedule -10 hours of package delivery, practice, raccoon hunting, family life — has become even more packed.

"I figure I'll have plenty of time to rest after they throw a little dirt on me. But until then I'll just keep pushing," said Staats, a member of Local 175. "I don't know if that's good, but it's what I keep doing."

**UPS Teamster Delivers a Best-selling Bluegrass Album** 

### **Vital Staats**

Staats, a life-long resident of Jackson County, West Virginia, grew up playing music. He played gospel at home, gospel at church. His parents got him started at the age of seven; by nine he joined his first band.

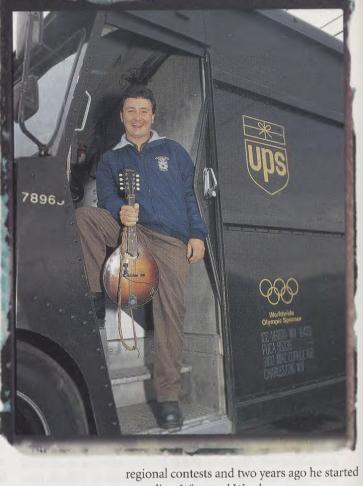
Music was everything to him. There was no football or basketball. There was mandolin practice, practice and more practice. Staats was so obsessed, he'd fall asleep and let his eight track tapes of Bill Monroe and the Country Gentlemen loop all night long and soak up sound by osmosis.

"It's kind of a habit, like snuff or cigarettes. You just gotta keep doing it," Staats said.

After high school, Staats headed to Nashville where he hooked up with John Rich of Tanya Tucker's band. But there just wasn't enough music to make a living.

So, in 1988 he back-burnered his music career and returned to Jackson County. He took a job with UPS and married his sweetheart Lori.

Over the next 10 years Staats continued playing bluegrass at



recording Wires and Wood.

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"I'd kind of given up on making a living with music when this all happened," he said

### **Record Contracts and Union Contracts**

Still, the successful record hasn't turned him into a Rhinestone Cowboy. The days are gone when a record contract meant a Nashville mansion with a fleet of Cadillacs. The lean and

mean economy met the Grand Ole Opry with the same ferocity it has met every other industry. And Staats' early experience in Nashville makes him extra cautious.

"The music business is shaky," Staats told the New York Times. "One minute you're living on steak, the next minute you're living on beans."

That's why Staats' union contract is so important to him. He's sticking to his job as a driver - he just became full-time last year-because Teamster negotiated wages and benefits have provided for his family.

Staats even remembers the exact day he signed his union card like he remembers the notes he picks on his mandolin.

"6/15/1988, that was the day," Staats said with pride. "I'm a big union man. The union got me what we have today. And that's not just wages. Being union means someone's there standing up, fighting for you. It's good knowing you got that."

He might even write a song about it.

To hear a clip of Wires and Wood visit www.teamster.org

### Hooray for the 2,000 Jobs

Congratulations on the victory for the full time jobs at UPS. I have worked for UPS for 8 years with the last half-year full-time. I hope that you will continue to fight for contract enforcement at UPS. We cannot let down our fight for full time jobs now and in future contract negotiations. Please keep up the good work at UPS and throughout all Teamster companies.

Mark Hinkle Local Union 100 Cincinnati, Ohio

### If China's Not Capitalist, Who Is?

You refer to China as "Communist" on the back page of the March 2000 issue of the Teamster. Ironically, "Communist China" is now one of the main showcases for the alleged benefits of the "free market" capitalism.

When Deng Xiaoping, the author of market reforms in China and the butcher of Tiananmen Square, died in 1997 he was eulogized by the *Wall Street Journal* as a national leader with "a rare combination of skills and political genius." If Deng was a communist, Wall Street must be full of them!

In the spirit of Seattle we should not line up with enemies of the labor movement like Buchanan and Helms to keep China out of the WTO, we should build international labor solidarity to support these struggles and help these union activists.

JOE Allen, Steward Local Union 705

### **Shopping Shame**

Chicago, Illinois

I am writing this letter in response to the "White Collar Hooliganism" letter in the March issue. In the letter, the writer speaks about buying a product with an American flag on the package that was obviously made in China. What astonishes me the most is that a Teamster would dare walk into a non-union, non-labor friendly, child labor-abuser, third world labor-abuser store like Wal-Mart. Teamsters who shop at Wal-Mart should hang their heads in shame for even walking into a non-union establishment.

### **Unity Tested by Fire**

Mountainside, New Jersey

Local Union 863

At 4 a.m. December 27 our family was forced out of our home into the dark, in

the midst of a snowstorm, due to fire. We lost everything we owned, including four of our pets. We do thank God that we all got out together safely. It has been quite a difficult time for us.

Family, friends, church, neighbors, schools, co-workers and even strangers, there has been so many wonderful folks doing all they can to try to help us get our lives back to normal. All the support has been a blessing to us. So many Teamster members were involved, it is near impossible to extend a personal thanks to each and everyone. So it is my hope and prayer that this letter shall be read by many, if not all of our wonderful Teamster family whom showered us with such genuine love, concern and support in whatever ways they could. We thank you all sincerely. Ivyrose Neaton-Kelly, Spouse Local Union 669 Middleburgh, NY

### **Hooray Again for the 2,000 Jobs**

It was great to see that we won the arbitration. Great job of staying on top of the UPS situation! I am confident that we part-timers here in Memphis will get a fair amount of those jobs (the work is ready and waiting). Congratulations Teamsters! Andre Glover Local Union 667 Memphis, Tennessee

### **How Can I Donate?**

I hear a lot about the Overnite drivers on strike. I retired from Local 525 in 1995. I am concerned about doing something to help these guys. I think it would be great for the members of the Teamsters union to start some sort of fund where we could make donations. Tom Nelson, Retired Local Union 525

If you are interested in donating to the Overnite Strike Fund, send your donations to IBT Overnite Campaign, 25 Louisiana Ave. NW, Washington DC 20001 - Editor

### **Teamster Pride**

Edwardsville, Illinois

Whenever I go to the store or to work, someone always comes up to me and tells me their feelings regarding the Teamsters. It never surprises me that they have nothing but good things to say.

I wear my Teamsters jacket with pride. I know no other union that represents its members better than the Teamsters. I wanted to express my pride of being a member of Teamsters Local 237. Go Teamsters! Michael Carl Tanner Local Union 237 Rocky Point, New York

### Once Was Management, Now Is Found

I once took a management class as a new recruiter and manager of drivers. The instructor started the two-day seminar with the following anecdote:

"Back in 1957 I was new to management at TWA and was attending a seminar in which several hundred new management people were present. The host speaker was Jimmy Hoffa, the president of the Teamsters union. As he walked to the podium I first was taken by the fact that he was not a physically big man. As he stepped to the podium, he cleared his throat and looked about the room as if he was checking each one of us out. His voice was much bigger than the man. He started, 'Thank you, ladies and gentlemen. If it weren't for you, I wouldn't have a job. Unions only exist because of poor management."

After three years in management, I returned to driving as a Teamster. I could never convince people in management that treating people fairly, equally and consistently was the best philosophy. The union gives me the forum in which I can present my ideas without feeling my job is in jeopardy. It gives me dignity and allows me to hold my head up and meet them eye-to-eye.

Tom Thompson
Local Union 955
Kansas City, Missouri

### **Fighting the Good Fight**

I am extremely proud of Chuck Mack and the IBT for standing firm against the proposed China Trade with the U.S.

His remarks are so true and it makes me feel proud to be a Teamster. Thank you Chuck Mack and to the rest of the IBT General Executive Board for standing up for American jobs and families. Keep up the great work.

Chris Welsh Local Union 385 Orlando, Florida

"Speaking Out" is the letters-to-the-editor section of the **Teamster** magazine. Send letters to 25 Louisiana Ave., NW, Washington, DC 20001 or feedback@teamster.org. Letters may be shortened due to space limitations. Please include your Teamster local number when you write.

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**Get Connected To The Teamster** 

TERNATIONAL BROTHERHOOD OF TEAMSTERS

JULY/AUGUST 2000

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A FULL-TIME
FIGURE
AT UPS

HOW TEAMSTER SHERRY DECKER'S NEW JOB CHANGED HER LIFE

www.teamster.org

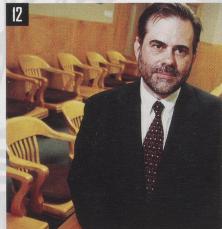
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International Brotherhood of Teamsters

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A MESSAGE FROM THE GENERAL PRESIDENT

## Improving Teamsters' Lives

PS member Leonard Velasquez will be able to take his family on its first vacation in years. Sherry Decker can breathe a bit easier, knowing her new full-time job will stabilize the family's finances as her husband Tom fights multiple sclerosis. And Andy Marco can make home improvements that improve his family's quality of life.

Why? Because our UPS brothers and sisters fought and won the jobs in the 1997 strike. And when the company tried to backslide and renege on their commitment to create 10,000 new full-time jobs, the Teamsters stood up — again.

Last April, the International Union won the arbitration against UPS. The decision forced the company to create the 2,000 jobs for the first year of the contract. As a result of our pressure, UPS backed down and agreed to honor its contractual commitment.

Velasquez, Decker and Marco (see page 8) are the living examples of Teamster determination whose lives will change as more UPS members move from part-time to full-time work.

#### A Victory for One is a Victory for All

Every single victory encourages others. Every time the Teamsters win a battle — be it big or small — it's like a drop of rain hitting the surface of a lake. The ripples spread far and wide.

Another story that makes me proud is that of the contract won by the brave and resolute Teamster flight attendants at Northwest Airlines (see page 5). After working more than 1,000 days under an inadequate and expired contract, they won an agreement that truly addresses their needs.

Local 2000 members can hold their heads high, knowing they prevailed through tough and uncertain circumstances to demand and win a contract that provides the wages, working conditions and retirement benefits they merit.

Still another contract victory that should cheer hard-working Teamsters was won just as this month's *Teamster* went to press.

Members from Locals 245, 886 and 955 working at AWG battled for nine weeks to win a good contract. These members withstood the threat of outsourcing and permanent replacements. With their strike, a boycott and successful unfair labor practices complaint, they forced an oppressive and duplicitous management back to the table — where they won an outstanding new agreement.

#### **Ripples**

Each of these battles shows the strength not only of Teamster families, but also the broad coalition of religious leaders, public officials, civil rights activists and other unionists who join with us in these fights.

This month's *Teamster* highlights the many ways the International improves members' lives through unity. Because eventually the ripples we create will turn into a tidal wave.

James P. Hoffa





#### **TEAMSTERS RECEIVE AWARD**

he International Brotherhood of Teamsters was given a "Joady" Award for its public and media outreach during last December's World Trade Organization protests in Seattle.

International Vice-President Chuck Mack and Acting Director of Communications Bret Caldwell accepted the award at the 11th Annual Joady Awards ceremony held in San Francisco. The award is named after Tom Joad, the lead character in John Steinbeck's Depression-era classic, *The Grapes of Wrath*.

The Joady Awards were created by the Working Group, a consortium of independent producers, educators and community and labor activists. The Joadys recognize efforts to bring the voices, concerns and images of working people to the American public.

Besides the Joadys,
the Working Group
produces the popular series "Livelyhood" which airs
on PBS. Local 853's Rome
Aloise serves as the group's Vice
President.

"It is an honor to be recognized for our work," Mack said. "We were one of the many strong voices for working people at the protests. But the award is also a reminder of all of the work that we still have in front of us."

# Robert Bouvier Appointed to General Executive Board

obert Bouvier, Local 1999 and Teamsters Canada President was recently appointed the Teamsters newest International Vice President.

Bouvier, a 27-year Teamster, replaces Louis Lacroix who retired recently. Canadian Teamsters make up more than 100,000 members from St. John to Vancouver.

"Our brothers and sisters in Canada can be proud that they have a leader of such high caliber and character fighting for them at the International," said James P. Hoffa, Teamsters General President. "Robert Bouvier will continue the work of Louis Lacroix to help all our members understand Teamsters' shared interests and struggles."

Bouvier has served as Sectretary-Treasurer of Local 1999 in Montreal, Quebec for 15 years. He became a Teamster in 1973 while working for Labatt's Brew-

ing Company as a beer truck driver and salesman. Since being elected by his co-workers to serve as Shop Steward, he has worked tirelessly for his members.

"We must continue to foster unity within our union and especially among Canadian Teamsters," Bouvier said. "Continued growth among Canadian Teamsters is the key. By increasing our membership we can stand stronger than ever against attacks on working people."

"Continued growth
among Canadian
Teamsters is the key.
By increasing our
membership we can
stand stronger than
ever against attacks
on working people."

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— Robert Bouvier, Local 1999 and Teamsters

Canada President

#### GENERAL EXECUTIVE BOARD

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Fred Gegare 1546 Main Street Green Bay, WI 54302

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Tom O'Donnell 1 Hollow Lane Lake Success, NY 11042

Ralph Taurone P.O. Box 30749 Salt Lake City, UT 84130 TEAMSTERS CANADA Robert Bouvier, President Teamsters Canada 2540 Daniel Johnson Suite 804

Suite 804 Laval, Quebec, Canada H7T 2S3

Larry McDonald P.O. Box 295, St. Albert, Alberta Canada, T8N 1N3

Joseph McLean 460 Parkdale Ave. N., Hamilton, Ontario Canada, L8H 5Y2 CENTRAL REGION Patrick W. Flynn 4217 South Halsted Street Chicago, IL 60609

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John Murphy 25 Louisiana Avenue, NW Washington, DC 20001

Dan DeSanti 2003 US Route #130, Suite B North Brunswick, NJ 08902

Richard Volpe 6 Tuxedo Avenue New Hyde Park, NY 11040 SOUTHERN REGION WESTERN REGION
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Ron McClain 2425 Delaware Avenue Des Moines, IA 50317

John Steger 3100 Ames Place, N.E. Washington, DC 20018

## leamsters Fight Racist Firing

**Bus Driver Railroaded** 

ontreal Teamster Richard Lufuluabo drove a school bus for three years without incident. But when he separated two roughhousing school kids all that changed. The child's mother complained that Lufuluabo was "big, black and scares the children." His bosses at Montreal's Auger Metropolitain Transportation fired him.

Suzanne Page, Lufuluabo's boss, concedes that she suggested he apply for work in the municipal bus system rather than the schools

President Hoffa

Secretary-Treasurer Keenel

because visible minorities are welcome there.

"I don't think it's a guestion of discrimination," she told the Montreal Gazette. "It's his size and voice, but not a question of color."

Lufuluabo remembers it differently.

"She said 'I'm not racist but blacks aren't welcome in the school bus business because there are lots of parents who don't like their children being driven by blacks;" said Lufuluabo.

Teamster Local 106 filed a grievance for Lufuluabo

demanding reinstatement, back pay and interest. Business Agent Gerald Cote is handling the grievance.

"There was never a fair investigation. If there was, he wouldn't have

been suspended or fired," said Cote. "We're going to enforce his rights."

In addition to his grievance, Lufuluabo has a Com-

plaint pending with the Quebec Human Rights Commission. His Teamster brothers and sisters support him there as well.





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Come visit. See what we have to offer!

## **Exploding Into Action**

Local 673's Bob Dyer Saves Neighbors from Burning Home

#### "You just try and help your neighbor."

It's as simple as that for Local 673's Bob Dyer. It's the reason that Dyer dashed barefoot into his elderly neighbor's flaming home in West Chicago.

After being roused from his bed at 4 a.m., Dyer ran into the home, found his neighbors and then moved a pile of debris that allowed Valentine and Eileen Michalowski to escape with only minor injuries.

"I'm just glad they're alive," said Dyer, a 20-year Teamster driver for Institutorm. "What a way to start a Good Friday."

## **Looted Locals Reimbursed**

ormer Carey administration official Joseph Padellaro will repay the funds he stole while serving as a trustee.

In November 1999, the IRB charged Padellero with embezzling funds from 12 locals and two joint councils where he was appointed trustee. Padellaro's scheme was simple. He sought and received reim-

bursement from the locals and joint councils for expenses the International had already paid

In an agreement negotiated by Padellaro's criminal defense attorney, Padellaro will pay back all the money he stole, to the tune of \$12,650.76. He will also be barred from the Teamsters for life.

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## Teamsters Celebrity Scene

#### **TEAMSTERS DON'T TRANSPORT SCABS**

**Local 399 Supports Striking Actors** 

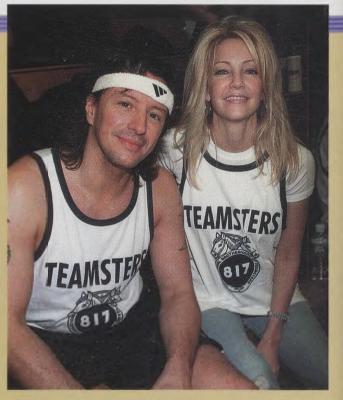
t a rally just outside of the La Brea Tar Pits, the Teamsters joined 2,000 members of the Screen Actors Guild and AFTRA in their strike against the nation's advertising agency giants.

Nationwide, actors are striking because the agencies are seeking concessions in the way actors are paid for commercial work. The Teamsters arrived to support their fellow workers including Elliott Gould, Charles Haid and Brenda Vaccaro.

"Teamsters do not cross picket lines," said Leo Reed, Director of the Motion Picture Division. "As good trade unionists, we support our brothers and sisters. We're supporting the SAG picket line, and we hope that we can continue to join together now and in future."

"Teamsters do not cross picket lines... we're supporting the SAG picket line, and we hope that we can continue to join together now and in future."

—LED REED, DIRECTOR OF THE MOTION PICTURE DIVISION



#### FROM THE TUBE TO THE COURT

Local 817 Hosts Basketball Fundraiser

V star Heather Locklear and husband-rocker Richie Sambora joined celebrities Laurence Fishburne, Ethan Hawke, Reese Witherspoon and others at the Teamsters Local 817's annual basketball fundraiser.

This year the fundraiser collected more than \$100,000 for R.E.A.C.H., a program that aids critically ill children.

# Northwest Contract



Teamster flight attendants at Northwest Airlines persevere. After three years of management abuse, roller coaster negotiations and chintzy pay, their resolve has paid off.

ated

Winning their new contract, ratified 5485-2584, required stamina, faith, solidarity and teamwork.

"No longer will these hardworking women and men struggle on the bottom rung of the economic ladder," said lames P. Hoffa, Teamsters General President. "This contract provides tremendous wage gains, industry-leading pension rates and the best scope protections in the airline business."

#### **Years of Long Struggle**

Members of Teamster Local 2000 had worked under an expired contract since August 1996. In earlier pacts, they made significant concessions to keep the then-failing Northwest afloat. Especially problematic was a two-tier wage scale that kept junior flight attendants living nearpoverty.

But when Northwest hit boom times in the mid-90's, it rewarded only managers and corporate suits, who got handsome bonuses and goldplated perks. The thousands of skilled and talented employees who made Northwest prosper again were offered only crumbs.

In mid-1999, after nearly three years of negotiations, the airline reached a tentative agreement with union negotiators, but it was rejected.



a strike or lockout — was still far away.

They tried to wait us out, but they didn't reckon with

"I've had a hard time; this is a good contract for me and my future," said Nance Larson, a Local 2000 member based in Detroit. "It's fair all across the board."

Junior flight attendants, who were disproportionately burdened by the two-tier wage scale in earlier contracts, find the new contract especially welcome. Some will see initial wage increases of more than 27 percent and increases of more than 120 percent over five years.

Pension rates that increase nearly 86 percent and domestic partner benefits are two more details that make the contract something to celebrate. Still another is language that Davenport calls the strongest in the country to deal with job security in the event of mergers or acquisitions.

"It's been a long, long four years," Davenport said. "No words can express the happiness we feel right now, nor can any cover the intensity of my pride right now at being a Teamster."

#### **CONTRACT HIGHLIGHTS**

- Pension rate increases 86 percent
- Immediate wage increases of 8 - 28 percent
- Wage increases of 29 120 percent over the life of the contract
- Retroactive pay equal to 3.5 percent of W-2 earnings for August 1996 - January 2000
- Domestic partner benefits
- Stronger work rule language
- Industry-leading job security language
- Industry-leading scope protections

#### **Teamster Resolve**

The parties then headed to mediation. Labor laws covering the airline industry do not permit strikes without the permission of the National Mediation Board.

The NMB convenes and supervises bargaining sessions and decides when to release the parties from mandatory negotiations. Even after three years, every indication from the Board was that release and with it the countdown to

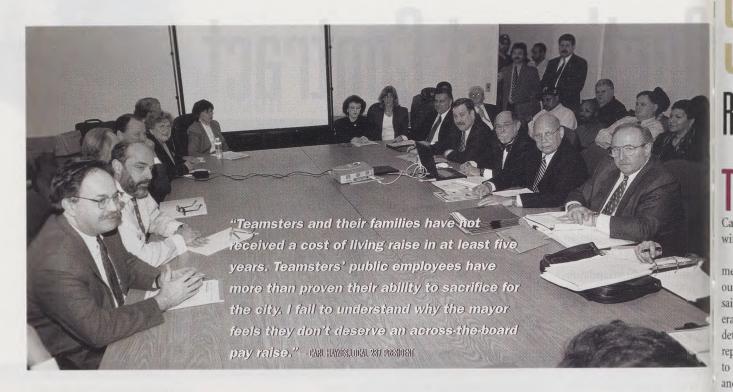
Teamster resolve," said Billie Davenport, Local 2000's President. "We would have stayed at it for two more years if that's what it took. There's something to be said for not being a quitter."

#### **Leading the Industry**

The agreement the flight attendants finally approved was worth the wait. It includes \$1 billion in improvements over the previous contract.



## TEAMSTER NEWS



## Playing Politics with Teamster Lives

**New York Mayor Quick to Forget Local 237 Members' Sacrifices** 

ew York City Mayor Rudy Giuliani began the latest round of negotiations with the city's 24,000 Teamsters, not at the bargaining table, but in the New York City press.

Before even approaching the city's coalition of unions, Giuliani announced a \$36.8 billion budget proposal that even the *New York Times*, called a "radical departure for the city's labor relations..." His proposals were short on benefits for working families and long on gimmicky pay schemes.

Local 237 negotiators entered the negotiations with the city in early March. Complicating the negotiations was Giuliani's defunct campaign for the Senate. Observers believe he was using the negotiations as a political football, rather than negotiating in good faith.

"His proposal is not just disappointing, it's outrageous," said Carl Haynes, President of Local 237.
"Teamsters and their families have not received a cost of living raise in at least five years. Teamsters' public employees have more than proven their ability to sacrifice for the city. I fail to understand why the mayor feels they don't deserve an across-the-board pay raise."

#### **A Job Well Done**

When their contract expired on December 31, public employees at Local 237 looked at their sacrifices over the past five years. The city had weathered hard times thanks in large part to the Teamsters members assuming more responsibility without additional compensation and forgoing numerous pay raises. As a result, New York City had a \$2.88 billion budget surplus.

Giuliani, however, exhibited a short memory when it came to Teamsters' sacrifices. Instead of rewarding the employees, he foisted a "merit" pay scheme that is so subjective that even its advocates have difficulty defending it.

#### **The Saga Continues**

Teamsters' negotiators know all too well what their members gave up in the last negotiations and plan to fight any proposals that don't reward public employees for their hard work. The Teamsters plan to make it clear that they are not only public employees but voters too.

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"When the contract was negotiated five years ago, the city was in a major budget crisis," Haynes said. "The city is now flush with cash and he wants to give it to our wealthiest citizens in the form of tax cuts."

Thus far, Giuliani has stonewalled. The Mayor's office has refused to allot enough space for the Municipal Labor Council's (MLC) negotiators. The MLC is a collection of representatives from various city public employee unions, of which the Teamsters are members. The space limitations have prevented all union representatives from being present in one negotiating room. At press time, Local 237 was still working with the city to resolve the situation. Once a solution is found negotiations will resume.

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# STEPPING UP THE PRESSURE

## RICO Lawsuit Targets Dues-Swap Schemers

Tom Keegel is on a mission to recover members' dues money stolen in Ron Carey's election scheme to win the 1996 election.

"Honest hard-working men and women were cheated out of millions of dollars," said Keegel, the union's General Secretary-Treasurer. "I'm determined to see them repaid. That money is needed to fight for better pay, benefits and working conditions."

In keeping with the Hoffa administration's commitment to hold the individuals and organizations responsible for funneling dues money into the Carey re-election campaign, the Teamsters filed a RICO lawsuit in the U.S. District Court for the Southern District of New York against 10 individuals and groups for racketeering, embezzlement, breach of fiduciary duties and

legal malpractice. If successful, the Teamsters stand to recover more than \$9 million.

The suit contends that the defendants defrauded the union of at least \$885,000 in a complicated scheme where union funds were swapped with advocacy groups in exchange for contributions to Carey's campaign. When the scheme was uncovered, the Teamsters 1996 election was overturned. A new election was held in 1998, costing the union \$2.2 million. The RICO Act provides for tripling of damages against defendants convicted under its provisions.

In addition to Carey, the lawsuit names: former Government Affairs Director William Hamilton, who was recently convicted of six felonies for his part of the election scandal; Carey campaign consultants Martin



Davis, Jere Nash and Michael Ansara, who pled guilty to criminal charges for their roles in the scheme; Barbara Arnold, Ansara's wife; fundraiser Charles Blitz; Citizen Action; Ira Arlook and Rochelle Davis, both Citizen Action officers; the law firm of Cohen, Weiss and Simon; and, Nathaniel Charny, a for-

mer Cohen, Weiss and Simon associate.

"These individuals and groups participated in and profited from the biggest embezzlement scheme in our union's history," Keegel said. "We have a fiduciary responsibility to make them accountable for their illegal acts."

## **Establishing Accountability**

Insurance Policy Pays Off for Members

he Teamsters Union settled a lawsuit with National Union Fire Insurance Company stemming from the 1996 election scandal.

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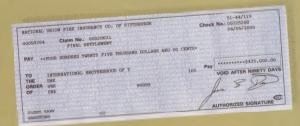
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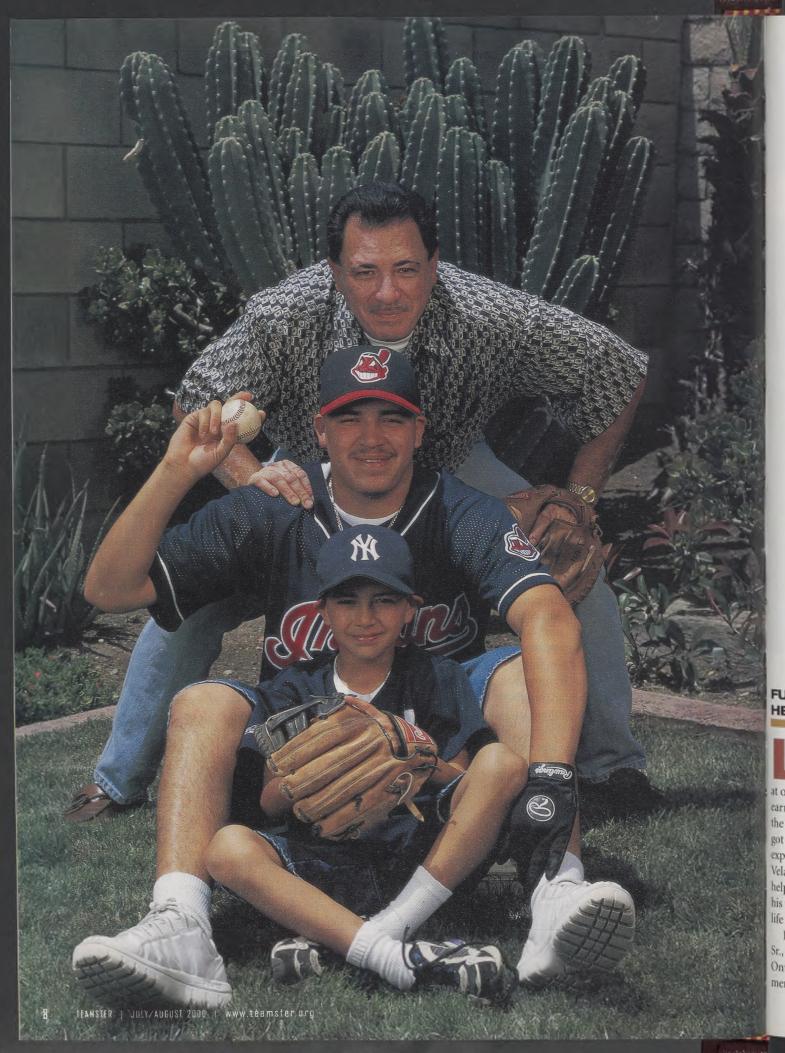
"\$425,000 is a first major step in our efforts to recover funds lost in the 1996 election dues-swap scheme," said James P. Hoffa, Teamsters General President. "Yet it is just one step forward in our efforts to establish accountability for those individuals and organizations who misspent and misappropriated union funds."

National Union Fire Insurance Company sold a Fidelity Bond Policy to the Teamsters Union that insured losses "resulting



directly from one or more fraudulent or dishonest acts committed by an employee, acting alone or in collusion with others."

The lawsuit contended that then-General President Ron Carey and then-Government Affairs Director William Hamilton defrauded the union of general fund monies. In an effort to recover additional funds, the union will file a lawsuit against the insurance policy broker.



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### **EW FULL-TIME JOBS CHANGED** HE LIVES OF THESE TEAMSTERS

UPS IS FINALLY HONORING THE CONTRACT THAT TEAMSTERS FOUGHT SO HARD TO ACHIEVE, RESULTING IN 6,000 NEW FULL-TIME JOBS OVER THE LAST FEW MONTHS. MANY TEAMSTERS WERE ALREADY WORKING THE FULL-TIME HOURS BUT HAD ONLY PART-TIME BENEFITS. THANKS TO THE NEW JOBS, SCORES OF WORKING FAMILIES ARE STEPS CLOSER TO A NICE HOME, A SOUND RETIREMENT AND COLLEGE EDUCATION FOR THEIR CHILDREN. \* FULL-TIME EMPLOY-MENT AND THE BENEFITS THAT GO WITH IT MAKE BIG DIFFERENCES IN THE LIVES OF WORKING FAMILIES. WHAT ARE THESE NEW JOBS? ARE THE WORKERS HAPPY? HOW HAS FULL-TIME WORK CHANGED THEIR LIVES? TEAMSTER MAGAZINE TALKED WITH THREE OF THE AFFECTED WORKERS TO FIND OUT.

#### **FULL-TIME EMPLOYMENT HELPS DRIVE A DREAM**

eonard Velasquez, Jr., is the starting pitcher at Pasadena City College. With a fastball clocked at over 90 miles per hour and a 2.25 earned-run average last season, he's got the pro scouts salivating. But first he's got to finish his education—a very expensive endeavor. His father, Leonard Velasquez, Sr., needed a full-time job to help his son through college and to give his wife and other two sons the decent life they deserve.

For six-and-a-half years, Velasquez, Sr., worked part time at the UPS hub in Ontario, California, and was an active member of Local 63. He held various

positions, including sorter, tug driver and ramp operator.

"With a wife and three kids, I had to work all kinds of jobs to keep our heads above water," Velasquez said. "While I've been part-time at UPS, I've also held part-time jobs with Pepsi-Cola and with Prime America Insurance. But I knew that my strong work ethic would pay off eventually."

Although Velasquez was a part-time worker, he was a full-time Teamster.

"I've been very involved in the union," he said. "I was only part time, but still managed to serve as a shop steward and then as the Safety Chairman for the Ontario division of UPS. I also suggested having a union steward present for new-employee orientations. Management agreed, and that's been very successful, educating new employees about the union."

Velasquez's devotion to duty paid off. His new full-time position is actually a combination of three jobs. He unloads containers, drives for early morning deliveries and drives for next-day air deliveries.

"The financial stability and happiness this job has brought changed my life," Velasquez said. "One job gives us a steady income to count on, not to mention being able to take my first vacation in vears."

Perhaps this new full-time position will allow him to take in a few more of Leonard Jr.'s baseball games too.

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### FULL-TIME BENEFITS PROVIDE SAFETY NET

ost of the parents attending the Johnstown High School track meet are getting off of work early to see their sons and daughters compete. Sherry Decker of Local 294 in Albany, New York, is just the opposite. Her shift at UPS starts at 5 p.m. That means that every afternoon is a hectic shuffle to get her 16- and 13-year-old daughters to their track meets, prom dress shopping and other after-school activities.

Decker worked part time for 11 years as a clerk at the UPS hub in Latham, NY. With her husband Tom working full time, her UPS job provided a crucial second income. Recently, Tom was diagnosed with the beginning stages of multiple sclerosis.

"Eventually, Tom will have to stop working, and we'll need my income to pay the bills and put our girls through college," Decker said. "The prescription drugs Tom needs can total well over \$1,000 per month, and now that I am a full-time employee, we are eligible for the Teamsters medical plan."

Decker's life is extra hectic right now. She and her husband coordinate their schedules between his day job and her night job.

"Eventually, I'd like to get the seniority to switch to a day shift, but for now I'm just glad to be working full time and helping my family," she said.

Her new full-time position is a combination job. Half of her shift is still clerical, plus the new position involves sorting smaller packages at the UPS hub. "It is interesting, and I like the change of not doing the same thing all the time," she said.

With two teenage daughters to keep up with, one thing is for sure: Sherry Decker needn't worry about doing the same thing all the time.



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#### GOING FULL TIME MEANS RETIRING SOONER

fter 17 years as a part-time employee with UPS, Andy Marco knew that his pension would prevent him from retiring when he wants to.

"I was putting in more than 40 hours a week on the air-recovery belt at the hub, but only earning the pension of a part-timer. Then, just when I'd budget for the income I was earning, they would slash back my hours, and I had to get a second job to support my family," said Marco, a member of Local 384 in Norristown, Pennsylvania.

Thanks to his new full-time job at UPS, those worries are a thing of the past.

"Now when I get through on the airrecovery belt, they have to keep me fulltime, so I do technical work on the package scanners."

Having a full-time job and all the benefits that come with it means that Marco can retire by the age of 51.

"My 17 years part time, combined with 13 more years full-time, will give me a good pension," he said. "I'll still need a job, but I can retire from UPS and just do whatever I want part-time."

Full-time income also improves his standard of living.

"Being able to count on that bigger paycheck has made my family able to make "BEING ABLE
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more improvements around our home to increase its value," he said. "We also have a little more breathing room the next time we want to plan a Florida vacation."

Seventeen years is a long time to wait for a full-time job, but Andy knew that a full-time Teamster job would be the key to his family's future. "I've been waiting and working hard for this opportunity, so it feels good to get the chance I deserve," he said.

Three different Teamsters, three different stories, yet they all share a common bond. Full-time employment is much more than money for the mortgage or rent—it drives the needs and dreams of working families—Teamster working families.



## THE FIGHT FOR UPS JOBS TIMELINE

August 1997 – Teamsters strike against UPS lasts more than two weeks. Victory is won when company agrees to 1997 National Master United Parcel Service Agreement. Contract includes a provision for the creation of 10,000 new full-time jobs, 2,000 per year for each year of the five-year contract.

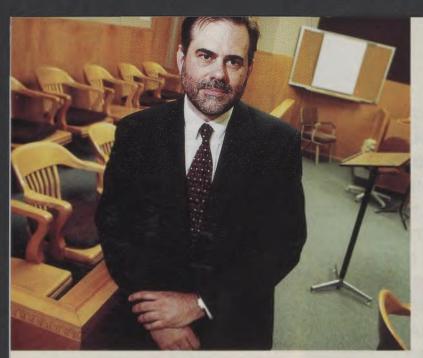
November 1997 – Teamsters file a grievance after UPS fails to create jobs from the first year of the contract. The unsettled grievance then goes to arbitration.

July 1999 – Teamsters file a second grievance after UPS again fails to create jobs from the second year of the contract.

November 1999 – Under pressure from the Hoffa administration, UPS agrees to create 2,000 jobs called for in the third year of the contract.

February 2000 – Teamsters win arbitration for jobs from the first year of the contract. After pressure from the Hoffa administration, UPS agrees to also create the jobs from the second year of the contract.

April 2000 – Teamster members begin bidding on and filling a total of 6,000 new full-time jobs at UPS.



# Yellowstone Organized

awyers in the office of the Yellowstone County Attorney were tired of being underpaid. They handle more challenging cases than attorneys for the City of Billings downtown, but earn \$7,000-15,000 less a year.

Yellowstone's miserly pay scale causes constant turnover. Deputy Attorney John Petak reviewed department staffing levels, going back to 1993, he discovered that, on average, one attorney has resigned every three months.

"In a 13-lawyer office, we're short one lawyer virtually all the time," said Petak. "When they hire somebody, it takes 90 days to get him trained and up to speed. Then the next person leaves and it starts all over again."

So in addition to being underpaid, Yellowstone's lawyers are perpetually overworked. But they earn no overtime.

"We're not looking for the money you get in private practice," said Petak, "just for a fair shake. But the county isn't even giving us that."

#### **A Legal Remedy**

Petak's colleagues concluded they weren't going to get that fair shake on their own. As lawyers, they realized the law gave them a remedy. It was time to get a union.

"I was a little surprised to get the initial call," said Jim Larson, a Billings Local 190 Business Agent. "These are the first and only attorneys to organize in the whole state."

Once the lawyers decided to organize, they proceeded with gusto.





"The victims of crime, their families and the community deserve to be protected. The only way to do that is to bring stability to the office by retaining experienced attorneys."

- JOHN PETAK, DEPUTY ATTORNEY



The entire bargaining unit signed authorization cards. All 12 voters opted for Teamster representation in the election that followed.

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## **Negotiations Begin**As the *Teamster* went

to press, Petak and Larson had begun negotiations with the county for the attorneys' first Teamster contract. Their chief demands are monetary—a significant raise and overtime pay—but they also seek other reasonable benefits, such as:

- support for continuing legal education,
- sheriff's escorts in dangerous situations and late at night,
- better climate control in offices that have been as hot as 105 degrees in the summer.

They make a powerful argument, in terms of both fairness and public policy.

"The victims of crime, their families and the community deserve to be protected. The only way to do that is to bring stability to the office by retaining experienced attorneys," said Petak. "A fair pay scale is the right way to go, both as a matter of equity and in order to make the community safer."

usan Mauren, Secretary-Treasurer of Minnesota's Local 320, is a champion public employee organizer. Her 10,000-member local represents corrections officers, public defenders, university administrative faculty and county employees. During a break at a Teamster anticorruption Project RISE meeting in Washington, she sat down with the *Teamster* magazine to discuss recent victories that brought government lawyers into the Teamster family.

#### Why do government lawyers join unions?

Historically, lawyers resisted the idea of joining unions. They had professional associations, but over the years they've found that professional associations don't bargain well over wages and benefits. Other public employees — ones who were organized in real unions — got paid first and then the lawyers got the left over crumbs.

#### That must affect morale.

Exactly. They get higher caseloads, little in the way of resources and little compensation. Eventually they get fed up and call us.

#### Why Teamsters rather than some other union?

We've established a reputation by fighting for our people. When we win for one unit of government lawyers, others see it and think of us when they're ready to organize.

Because of our success with public defenders, I'm meeting with a group of county attorneys next week. One victory breeds another.

## But don't some governments try to beat back your organizing with myths and stereotypes about Teamster lawlessness?

Every single time. Here in Minnesota we just meet it head-on and it becomes a joke. Lawyers are a pretty thorough bunch. They check us out. When their bosses' propaganda proves false, it pushes them toward us.

#### What's your next big challenge?

Organizing Minnesota's court reporters. We had to fight a legislative battle before we could even start a formal drive. We had to do that for the public defenders too. That's really the key in public sector organizing. Prospective members have to see you willing to do whatever it takes to fight for their rights.



## Organizing Under the Capitol Dome

arcella Long works at the heart of American democracy. A civilian employee of the U.S. Capitol Police, she works long hours to protect our lawmakers and the citizens who come to Washington to keep an eye on them.

Perhaps naively, Long expected that hers would be a model workplace. Wasn't the Capitol supposed to be filled with congressmen and senators devoted to the plight of working men and women?

But just like every other setting where bosses hold the upper hand, Long and her colleagues soon concluded they needed a union on their side.

"The first thing that got me thinking about the union was when our uniformed officers affiliated with the Fraternal Order of Police (FOP)," said Long. "We civilians had complaints about unfair promotion policies, lack of training and unequal treatment before Congress' Office of Compliance [the Capitol Hill version of the NLRB]. Since the FOP can only represent sworn law enforcement officers, we contacted the Teamsters."

#### **Straight to the Teamsters**

Teamster International Representative Aaron Sawyer was the civilian employees' main contact.

"These folks were ready to rumble," recalled Sawyer. "After all the back and forth with the Office of Compli-



ance, the bargaining unit wound up being 105 workers across five disciplines. Of the 105 security aides, clerks, freight handlers, closed circuit TV monitors and vehicle maintenance personnel, 104 signed cards."

The employees voted 80-4 to affiliate with Washington's Local 246, which also represents METRO Transit Police and nearby Maryland sheriff's deputies and corrections officers. They've begun

preparing for their first contract negotiation.

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"Now we have a union that can help us win the wages and benefits we deserve," said Mary Rhone, Long's organizing committee colleague. "There's no inkling of fairness in the whole department. Civilians are disciplined for acts officers get away with every day of the week. Management will be getting an earful at the bargaining table."

# California Organizer Knows Opportunity When He Trips Over It



hen Bob Kirkpatrick heard that 423 Sacramento County supervisors were ready to sign on as Teamsters, he really had to scramble. "I was working on organizing the county's court employees when I literally stumbled on the supervisor's unit," said Kirkpatrick, a Teamster International Representative. "No one can ever say that I wouldn't recognize an organizing opportunity if I tripped over it."

Building Code Enforcement Supervisor Jack Nichols remembers it with a chuckle. "Bob literally tripped over me," said Nichols. "I noticed his Teamster jacket and asked where I could get one."

"Only by being a Teamster,"
Kirkpatrick replied. And Nichols
took him up on the offer.

A Change in Representation Overnight, Nichols produced a committee of 40 employ-

## Local 327 Sets the Standard

ashville's Local 327 increased its membership by more than 25 percent in four months. How? They organize. Whether a bargaining unit is 500-strong or made up of a solo staffer, Local 327 stands ready to organize them.

#### **Better-Bilt**

By far the biggest success has been at Better-Bilt Door and Window. The 500 employees at the Smyrna, Tennessee factory voted overwhelmingly to join the Teamsters.

"These folks had been treated badly for some time," said Jimmy Neal, Local 327 President. "They said they'd only had a quarter raise in the last five years. When I heard that, I knew we had to help them."

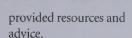
Another reason the Better-Bilt employees wanted a union was changes that came after MI Home Products bought out Better-Bilt last year. MI, a much larger company, put in place its own personnel policies, taking away a pension, a 401(k) match and a full week's vacation in the process.

"A lot of the long-time employees approached me after the takeover, especially when they got wind of the cut in vacation and pensions," said Dorothy Bigelow, who'd been at Better-Bilt for about eight years. "I have a Teamster bumper sticker on my car and a bunch of relatives in 327."

#### **A Fast Start**

The organizing campaign got off to a fast start. From initial contact to election, the whole thing took no more than 60 days. New members signed and submitted more than 100 cards.

Local 327 volunteers — C. Ed Buckner, Lynda Pond and Deborah Bowden —



"But the truth is, our best organizers were the bosses themselves," said Neal. "It seems like everything management tried drove the employees toward us. They told our people that signing an authorization card would sign away all their rights. They tried to pull the wool over their workers' eyes. We just showed them in the law how it was all a lie, that they could vote any way they chose, or not vote at all. Better-Bilt looked kind of foolish."

## Other Local 327 Victories Active Transportation

The three office employees here signed authorization

cards. Management recognized Teamster jurisdiction without requiring a vote.

#### Stone Trucking

Here four office employees signed cards and voted Teamster unanimously when the bosses required an election.

#### Cardinal Contracting Co.

At this Tennessee outpost of a large Indianapolis contractor, Local 327 got the one office staffer to sign an authorization card. Neal then negotiated a contract based on Cardinal's collective bargaining agreement back at its headquarters for his newest, and smallest, bargaining unit.

ees. Discontent with the Sacramento County Supervisors' Association (SCSA)
me," was widespread. The supervisors needed a hard bargainer and representative,

To force an election, the volunteers collected signatures from 30 percent of their colleagues in four days. They got 66 percent.

"The SCSA was a failure at contract negotiation and a

failure at contract enforcement," said Nichols. "It wasn't hard to round up the signatures, once the Teamsters were in the picture."

Disillusioned SCSA officers were among the earliest

"At the last negotiation, in 1997, I saw some pretty sorry behavior," said John Pires, a fire operations supervisor at the county airport and former SCSA vice-president. "I was glad to sign the petition myself and to circulate it throughout all the airports departments and shifts."

#### **Teamsters Win**

The supervisors favored Teamster Local 228 over the SCSA by a 167-51 vote. "For the first time in years we'll go to the bargaining table with a strategy beyond folding early," said Nichols. "It sure feels good."

### A SPECTRUM OF SERVICES

Sacramento County Teamster supervisors work in such areas

as:

- Transportation
- Sanitation
- Accounting
- Building Code Enforcement
- Water Quality
- Communications

**DENVER LOCAL ORGANIZES 170 BUS DRIVERS** 



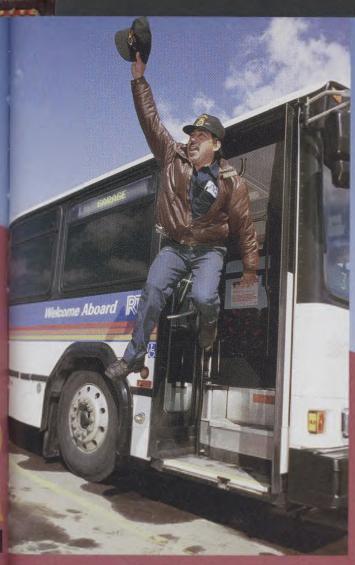
FEAR.

That's what bus driver Annette Canales saw in the eyes of her co-workers when she talked to them about joining Teamsters Local 537.

People were afraid of even talking about bettering their lives.

"A lot of people were scared. And that's something management was encouraging," Canales said. "There was a lot of stress in our workplace, so people didn't want to give you any time."

But Canales, along with her fellow driver Sam Marsh, refused to let up.



"These folks hadn't had a raise in two years when we first heard from them. They had every reason in the world to organize. Their wages, health insurance, pension and work rules were all substandard or non-existent."

--- DEAN MODECKER, ORGANIZER AND BUSINESS AGENT, LOCAL 537



#### **Lilling Bridger**

er

I C Mandow drivers come in every race, such and color What he have in commune is an utilic of fixed work and an employer the seferce to comend it. What they needed was a union.

"Pliese Tolks Hadn't Had a raise in two years when we first heard from them," said Dean Modecker, Organizer and Business agent at Denver's Local 537. "They had every reason in the world to organize. Their wages, health insurance, pension and work rules were all substandard or non-existent. But it took a lot of hard work to help them see it. Annette and Sam were really temarkable."

Modecker is especially proud of the work Canales, Marsh and their earliest recruits did in the crucial organizing task of outreach. The campaigns that succeed are the ones that cut across boundaries of ethnicity and religion.

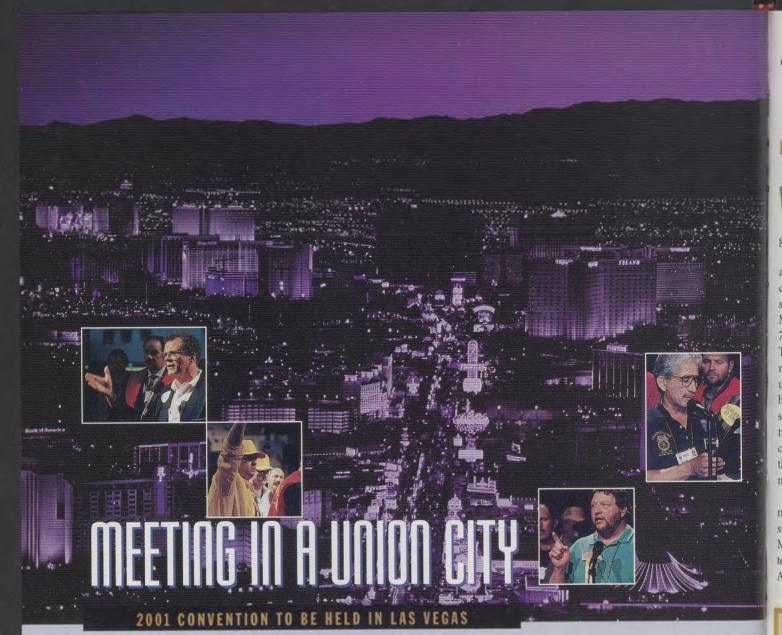
"I talk them a Bergaining walt can't be a clique and it us't look like a clique," said Modecker. "Edge took it to hart. They recruited key people from every corner. When been a located presenting markers and helding monde-in markers, it waste to make the condition of the condit

#### Victory

That strength showed in the vote count. The 189 Denver bus drivers voted, by a margin of almost two-to-one, to become Teamsters. The new members can now look forward to the kind of strong Teamster contract that only tough Teamster bargaining secures.

Even after all the cold-calling and personal conversations before and after work shifts. Canales is ready to dive into the process of formulating a contract proposal and bargaining with the bosses.

"It was so hard calling people at first, you never knew if they were going to thank you or be hostile," said Canales. "But after the vote I was the one getting the calls, and they were all positive. Everyone is excited. They know the union is going to benefit them a lot. Now we're strong and can stand united before the company"



he Teamsters 26th International Convention is set for June 2001 in Las Vegas.

#### "Union City"

Why Las Vegas? Even with Nevada's "right-to-work" laws, one in five Nevada workers belongs to a union, which makes it the seventh most unionized state in the nation. More than 60 percent of all hotel rooms in this entertainment mecca are at facilities covered by union contracts.

Las Vegas is actually one of the few sites in America that can offer completely unionized accommodations for a convention the size of the Teamsters'. Teamsters there will be staying in hotels, eating in restaurants and watching entertainers that are 100 percent union.

In 1997, Las Vegas won designation as a "Union City" by the AFL-CiO. In 1998, the AFL-

"Having the convention in Las Vegas will allow Teamster families to attend and participate in their union."

— TOM KEEGEL, TEAMSTER GENERAL SECRETARY-TREASURER

CIO Executive Council met there. Since then the UAW, Steelworkers, Mineworkers and Laborers have all followed suit.

Thanks to the presence of strong unions, Las Vegas is one of the few cities in America where a cook or a custodian can earn enough to buy a house.

#### **Allowing Members to Attend**

Las Vegas also makes sense on a cost basis. Before a final decision on where to hold the convention, Teamster researchers did an exhaustive study comparing costs among Philadelphia, Orlando (the sites of the last two International Conventions) and Las Vegas. Whether one looked at meeting facilities, lodging costs, food or air travel, the decision was a no-brainer. Las Vegas won hands down.

This is true when one looks at the costs individual convention delegates and their families will pay in Las Vegas, as well. Few places provide as many free and low cost entertainment spectacles as this desert oasis, and few offer as many economical and varied meal options.

The casinos for which Las Vegas is famous are as glittery as ever. But the new, family-style theme parks and attractions have been a boon to the city's tourist and convention industry. No matter how you stack the chips, holding the 26th International Convention is a winner for the Teamsters.

## Taking on Wal-Mart

**Retail Giant Threatens Teamster Jobs** 

al-Mart's record is ugly. It cheats workers, busts unions, lies to consumers and turns downtowns into ghost towns.

The Teamsters and the United Food and Commercial Workers (UFCW) have a common interest in thwarting the expansion of Wal-Mart's grocery business. Wal-Mart has announced a goal of opening 700 "supercenter" stores in the next year. These stores feature warehouse and supermarket jobs that undercut

union wages by \$3-5 an hour. And research shows that for every two jobs a Wal-Mart creates, three are lost in the surrounding community.

Wal-Mart is also one of the nation's leading union busters. At the first sign of worker interest in organizing, Wal-Mart rushes in high-powered "response teams" from its corporate headquarters in Arkansas. They hold captive audience

meetings and "counseling sessions," cut the hours of union supporters and stack the bargaining unit with favorites and goons.

In Jacksonville, Texas this year, UFCW meat-cutters triumphed in the first union representation election ever won at a Wal-Mart. Wal-Mart's over-the-top response to this 13-person bargaining unit's win? It announced it was going out of the meat-cutting business nationwide. Few believe

Wal-Mart's claim that the timing of its move to pre-packaged meats was entirely coincidental.

#### **Taking Action**

Because it poses such a dire threat to both unions' memberships, the UFCW and the

Teamsters have embarked on a program of joint action. Joint actions are taking place at state legislatures, county assemblies, city councils, zoning boards and land use authorities. There, trade unionists are joining with employers, environ-

mentalists, preservationists and neighborhood activists to stand up to one of the worst of the corporate bullies.

The UFCW recently produced a short documentary "Wal-Mart: Not as Advertised." It details the economic devastation Wal-Mart wreaked on Hearne, Texas. A Special Teamster Edition of the documentary - featuring an introduction by Teamsters General President James P. Hoffa - has been distributed to all locals and joint councils.

### LOCAL RESOLVES TO FIGHT

hicago Local 710 is an early recruit in the fight against Wal-Mart. At its regular April meeting, the membership unanimously voted in support of a motion to boycott Wal-Mart, and Sam's Club (a Wal-Mart affiliate).

Local 710 Secretary-Treasurer Frank Wsol said the measure was a popular one.

"These Wal-Marts just come in and devour a town," Wsol said. "Their growth is a clear and present danger to the good and welfare of hard-working men and women everywhere."

#### **NOTICE OF CLARIFICATION**

Three statements made in the article that appeared in the June issue of the Teamster concerning procedures for the 2000-2001 International Union Election of Delegates and Officers should be clarified or corrected.

1. The 2000-2001 Election Rules were adapted by the Union from the Rules for the 1991 election, the 1996 election and the 1998 Rerun Election. The decision to establish procedures for the upcoming election similar to those used in the previous Court supervised elections — written Election Rules, a protest procedure and an impartial Election Administrator — was initially proposed by the Union and subsequently accepted by the Government.

2. The Union proposed Mr. William Wertheimer as Election Administrator and the Government subsequently agreed with his selection as part of the agreement that now governs the upcoming elections. As Election Administrator, Mr. Wertheimer has been given independent authority to

investigate and resolve election protests, subject to review by Election Appeals Master Kenneth Conboy who has been given similar independent authority.

3. The extent of disclosure that will be required with respect to contribution reports filed by independent committees has not yet been formally determined. Rather, this will depend initially on whether the Election Administrator exercises his discretion to require certain disclosures. The current Rules do not at this point require such disclosures, although the Department of Labor has recommended that they be required by the Election Administrator.

Above all, it is the objective of the IBT that the 2000-2001 elections will be fair, open, honest and informed. The current Rules were developed, and Mr. Wertheimer was selected as the disinterested neutral party to administer them, with this predominant objective in mind.

nnual corporate shareholders' meetings are supposed to be dull. Accountants drone on about balance sheets, executives mouth empty platitudes and well-heeled investors yawn and fidget until it's time for hors d'oeuvres and cognac.

Thanks to Overnite Teamsters, share-holders at Union Pacific's (U.P.) annual meeting were spared this sort of mind-numbing boredom. As attendees entered the Salt Lake City meeting, striking work-

ers from U.P.'s Overnite subsidiary were there to greet them with placards and literature. Once the meeting got under way, Teamsters were inside, as well.

#### **No Business As Usual**

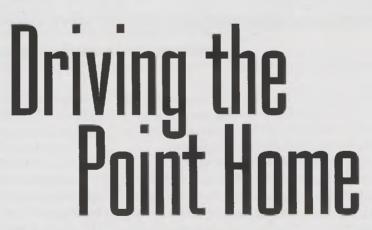
"There was no way we were going to let them

proceed with business as usual," said John Murphy, Teamster Director of Organizing. "This company is cheating its shareholders. The money it's wasting on thugs and goons hired for so-called security should be profit in Union Pacific investors' pockets. So should the money being squandered on lawyers defending the indefensible. We took this opportunity to educate the folks who own U.P.'s stock."

About 20 Teamsters attended the meeting as shareholders. They peppered U.P. managers with questions crafted to expose the company's wasteful lawlessness. Institutional investors and fund managers sat up and took notice. U.P.'s corporate honchos were ill-prepared to meet the Teamsters' direct critique. They wound up looking flustered and flummoxed.

#### **Pension Fund Backs Teamsters**

In at least one important case, the Teamster effort has already borne fruit. The trustees of the New York City Employee's



**Overnite Campaign Reaches Shareholders** 

Retirement System (NYCERS) have written to Union Pacific CEO Richard Davidson, demanding to know what he's doing to rein in his scofflaw subsidiary. NYC-ERS is a \$44.4 billion fund. It holds over

600,000 shares and is an investor Davidson and U.P. can ill afford to cross.

The NYCERS trustees sent their letter just one week after the Teamsters turned up the heat in Salt Lake City.

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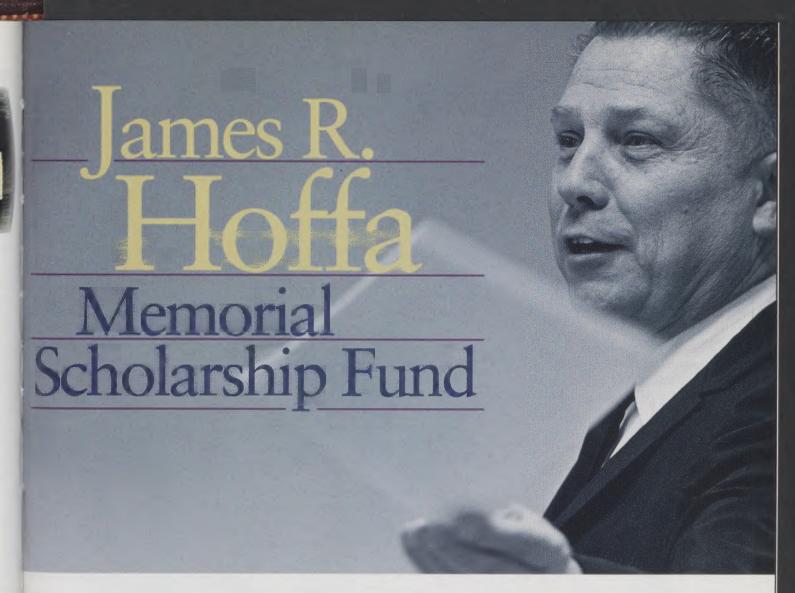
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#### **Teamster Families Get New Help**

eamsters and their college bound children will see more help when it comes to scholarships in the new millennium.

The General Executive Board (GEB) recently authorized the creation of a new scholarship fund, named in memory of former General President James R. Hoffa. The James R. Hoffa Memorial Scholarship Fund is a stand-alone, non-profit organization, created to provide scholarship benefits to Teamster dependents.

The JRH fund will be self-supporting. Its first major fundraiser will be a "Drive for Education" benefit golf outing, to be held in September 2000.

The fund will also raise money from a much wider universe of donors and will be able to make grants without cutting into the Teamster General Fund. Contributions to the fund will be tax-deductible.

"My father spent a lifetime working to make the future better for Teamster families. Naming our new scholarship fund in his memory is a truly fitting tribute."

 Teamsters General President James P. Hoffa, upon passage of the resolution establishing the James R. Hoffa Memorial Scholarship Fund

#### **Improving the Program**

The Teamsters have administered a scholarship fund for members' children who are headed to college since 1966. But in recent years, the fund has had trouble keeping pace with inflation. The current program makes one-year grants of \$1,000 to 15 students each year, and four-year grants of \$6,000 to 10 additional students.

As welcome as that money may be to families struggling to finance their children's education, it comes nowhere near the cost of tuition, books, room and board

at today's colleges and universities.

The current scholarship program has been funded out of the International Union's General Fund. This has restricted the program's growth. For instance, contributions to the scholarship program are not tax-deductible, limiting the program's attractiveness to donors. With the JRH Fund anyone can make tax-deductible contributions.

#### **A New Beginning**

In the coming years, as Teamster children head to college, the good work of the James R. Hoffa Memorial Scholarship Fund will be a source of pride for hard-working Teamster men and women throughout the International.

#### JRH SCHOLARSHIP

For more information on the JRH Scholarship, check out the Teamster website at: www.teamster.org/ scholarship/scholarship.htm or call 1-800-627-3882

# WOME

Teamster

Women

**Gather** in

Vegas

s a trucker, Dottie Bryant hauls freight. Groundskeeper Laura Maney keeps Penn State's grounds immaculate. And Claudia Settle bottles Budweiser.

Just two decades ago, each one of these women would have been unusual. While few would be surprised today to see women driving 18-wheelers or bottling beer, each of these Teamster women had to break ground and pave the way for those who followed them by tackling jobs that had been predominately held by men.

"I've never considered what I do to be non-traditional. Driving a truck is what I've always done, and I see it as my job. And I have my job because I do it well," said Bryant, who drives for Safeway.

More than 700 Teamster women tackled the many issues that face women in the workplace at the Teamsters Women's Conference. For three days, the women shared their experiences and strategized about their futures.

"We are definitively a growing force within the union," said Maureen Morris, a member of Boston's Local 25. "Women are taking a larger roles in the affairs of the union and what I see is us taking the Teamsters back to the top."

The conference kicked off Friday with songs of inspiration from gospel singers Dorothy Pittman-Hughes, Mildred Dent and Dorothy Cunningham. International Vice President Jon Rabine spoke on labor pioneer Elizabeth Gurley Flynn.
Nancy Riche, Secretary-Treasurer of the
Canadian Labour Congress and Jane
Mary Wolfe also spoke. Humorist Marilyn Grey finished the day with a talk on
the power of laughter.

On Saturday, attendees heard from Teamsters General President James

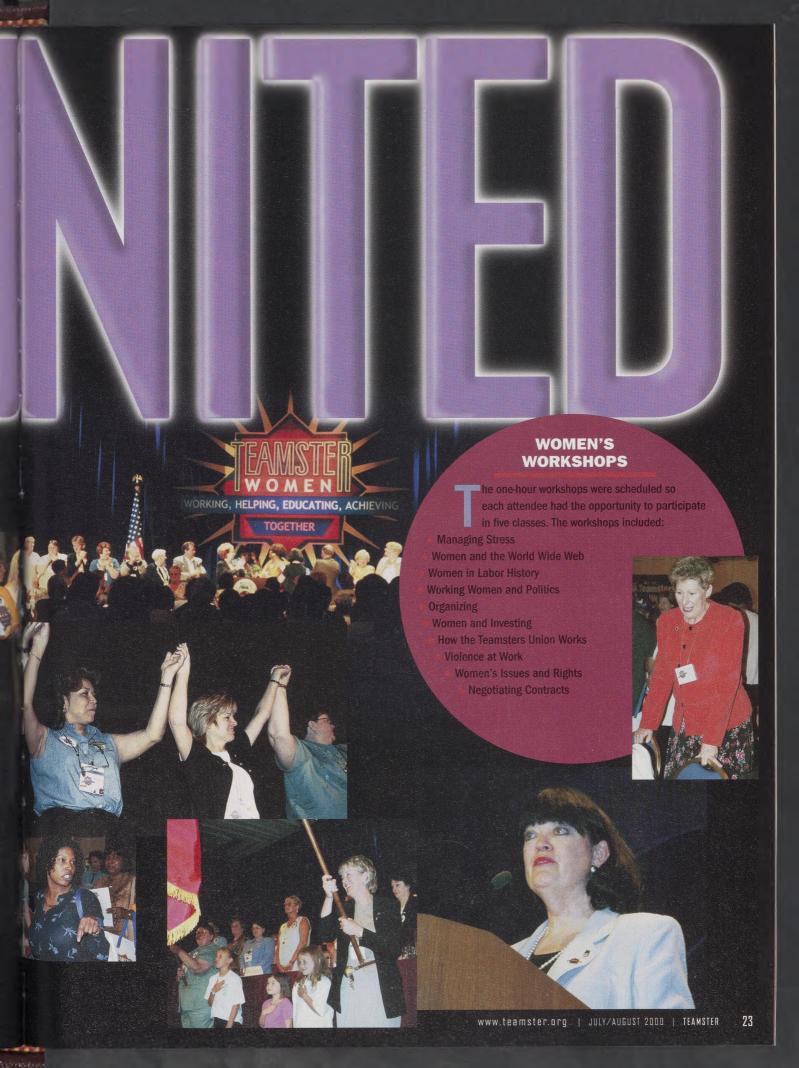
P. Hoffa. Other speakers included Ed Stier from the RISE program, Patricia Stryker and Cindy Zehnder on "The Importance of Women in Politics" and Nevada Congresswoman Shelly Berkley.

Following the morning session, the attendees went to their choice of 11 different workshops.

On Sunday, members gathered and heard from women who worked in non-traditional jobs, Dr. Christina Eggert on diversity issues and attorney Susan Jansen and Diane Brown on sexual harassment. General Secretary-Treasurer Tom Keegel fired the crowd up with a rousing speech calling for Teamsters to remain united and fight those corporate interests that would divide the union and working families.

"I am very proud of the women who attended the conference," said Cheryl Johnson, Assistant to the General President. "The stereotype of the Teamsters as a male organization is wrong. Women workers need unions as much as their male counterparts. And we must always remain committed to working together in our fight for our livelihoods and our families."

"When we come together we have the power to create a new road for Teamsters. Our efforts to create the most inclusive union in the world must continue, if we intend on bettering the lives of all working families." — JAMES P. HOFFA, TEAMSTERS GENERAL PRESIDENT



# Teamsters Fought For the Law...

**Contract Saves Oregon Police Chief From Political Firing** 

ot all of the rough and tumble of politics goes on between Democrats and Republicans in Washington, D.C. Small town politics can be just as bad. Just ask Police Chief Katie Holmboe of Gold Hill, Oregon.

After 12 years of dedicated service as the only police officer to the community of just over 1,200 residents, Holmboe fell the victim of false allegations. Lies, fabrications and distortions were brought to the attention of the Gold Hill City Council, as well as local media. The City Council then fired Holmboe based on allegations including bribery, ticket fixing and insubordination.

Luckily for Holmboe, she is a Teamster. As a member of a small bargaining unit made up of city employees, Holmboe had the resources of Local 223 in Medford to help her fight and get her job back.

"A lot of time and effort was put in by the Local on my behalf," said Holmboe. "At times, I felt like my business agent Wayne Botta was joined at my hip. He was always there fighting for me"

#### A Two-Year Travail

The fight took more than two years to win. Although the Oregon Department of Justice investigated the case for more than a year, the agency found no wrongdoing on Holmboe's part. While that should have been enough to reinstate her—it wasn't.

Determined to keep fighting the union, the City of Gold Hill then tried to claim that although Holmboe had been exonerated, she wasn't part of the bargaining unit and didn't have to be hired back. Local 223 kept the pressure on through the Circuit Court, the Employee

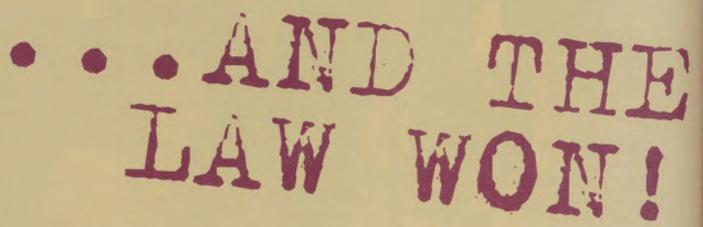
Relations Board, and finally in arbitration. In final arbitration, Holmboe was awarded reinstatement, along with all back pay and benefits, a settlement totaling more than \$70,000.

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Throughout it all, Holmboe was determined to fight to the end.

"Being without work for a long time like that is hard," she said. "I worked for a private investigative firm and part-time in a Christian bookstore to make ends meet. But each Teamster victory along with my faith in God made me certain I would prevail. This is a victory not just for Teamsters, but law enforcement everywhere."



urning a deaf ear to the voices of working families, the United States Congress has voted to grant Permanent Normal Trade Relations (PNTR) status for Communist China. A unique coalition of labor, environmentalists, religious groups and human rights activists vigorously opposed the bill, but in the end copyrights won over human rights.

"It is disheartening to see Congress pit the American worker against the Chinese worker in a race to the bottom of the wage pool," said Teamsters President James P. Hoffa. "That giant sucking sound we just heard was the corporate bosses rushing to China to take advantage of workers who make 90 cents a day and are denied their basic civil rights."

As previous so-called free trade agreements have shown, the people hurt the most will be American workers. Since the North American Free Trade Agreement (NAFTA) was enacted in 1993, more than 800,000 jobs have been lost in the United States.

"With this one wate, Congress has not only sold out the American worker, they have also given up the only leverage the United States had in trying to improve conditions for the Chinese worker," Hoffa said.

With passage of the PNTR bill, Congress has now relinquished its annual review of China's trading status. One other result of the PNTR vote is that the learnsters learned who the union's real friends in Congress are.

#### Reassessing Congress

There are many members of Congress that we've supported in the past who took our support for granted and voted against and Mike Mathis, Teamsters Government Affairs Director. "From now on, we will hold their feet to the fire and demand accountability before granting endorsements or making campaign contributions."

At the end of the day, the real losers in the PNER battle are both American and Chinese workers. American business



# Job Losses Locked In

Congress Grants PNTR for Communist China

interests see workers as nothing more than an entry on the ledger sheet that eats their profits. Now that they can take advantage of dirt cheap and sometime forced labor, it is a sure bet that they will. Meanwhile, the Chinese worker must continue to endure a life without the right to organize, work under desent conditions, or speak out against the injustices they suffer.

"Although we lost this battle, it strengthens our resolve to organize and get good contracts for the American working families," Hoffa said, "That is one best weapon to fight the greed of corporate America."

With this one vote, Congress has not only sold out the American worker, they have also given up the only leverage the United States had in trying to improve conditions for the Chinese worker."

— JAMES A HOREN, EEAWSTERS GENERAL PRESIDENT

# She's One Hall of a Candidate in

Southern California Teamsters Have a New Choice to Make Their Voices Heard in the California State Assembly

THE RESPONSIBILITY MES WITH US

nion members understand the concerns of working families, because they are part of working families. The AFL-CIO's 2000 in 2000 initiative aims at strengthening the voice of working families by identifying and recruiting 2,000 union members to run for office in the 2000 election cycle.

eamster Meline Hall received a call in November 1999 that would change her life. The call was no surprise. As a single-parent, Teamsters member and political activist, Hall knew that her past election efforts on behalf of working families would prompt calls for help on other political campaigns.

She was right — on the other end of the line were Democratic-party leaders in Covina, California. But this time the political campaign would be her own.

#### **Union Roots**

Hall — a Local 63 Business Agent — is now candidate for the California Assembly. She has been a Teamster for 16 years and Business Agent for six years. She entered the Teamsters as a clerical worker in 1984 with thoughts of running for town council. She never thought her first political steps would involve such a high profile office, but Hall is an extraordinary Teamster.

My father and uncle were Teamsters. Two of my kids are dues paying Teamsters right now," said Hall. "I guess you could say labor's in my blood and I absolutely love what I do."

Hall's political activism is rooted in her work at the local level. Local 63 is an extremely proactive local and has a long history of supporting pro-labor candidates while fighting for the most important issues facing working families.

"Electing Meline is a natural progression in our continued role as a powerful union for working people," said Randy Cammack, International Vice President

"My father and uncle were Teamsters. Two of my kids are dues paying Teamsters right now," said Hall. "I guess you could say labor's in my blood and I absolutely love what I do."

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-MELINE HALLLOCAL 63 BUSINESS AGENT

and Secretary-Treasurer of Local 63. "The most important part of being in a union is empowering yourself for a better life. It makes perfect sense for the Teamsters to take this concept one step further by electing more of our own members to fight for jobs and justice in politics."

#### A Healthy Dose of Reality

Hall believes deeply that the California State Assembly should better reflect the needs of working people's every day lives. She has experienced grassroots organizing and fights every day as a Business Agent to protect good jobs. She has sat across the bargaining table from highpriced, union-busting attorneys and won. As a working mom who began her Teamsters membership as a clerical worker she understands the need to create and sustain good paying jobs for working families.

"I don't know many working people who have become millionaires overnight because of an internet company going public," Hall said. "The working people that I know are still out here fighting for basic needs from employers that are,

increasingly, trying to keep profits all to themselves. Despite all of the rosy predictions about a booming economy, the gap between the wealthiest individuals and the working poor in California is growing. I want to take this dose of reality to the California Assembly to help fix it."

Hall's chances of winning California's 59th district are good. The district consists of mostly residential homeowners, people who understand the need for good jobs, access to a good education and affordable healthcare. She has lived in the district since 1977 and although a Republican currently holds the seat, Hall believes the Assembly is ready for her leadership.

Hall is confident, but she will need help from every Teamster member to win the seat.

"Personally, I always believed that our area needed a change," she said. "My family, the Teamsters union and working people are with me. If they're behind me then who can stand against us?"

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#### REPORT LII TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: Independent Review Board

Grant Crandall Frederick B. Lacey William H. Webster

DATED: May 2, 2000

#### I. INTRODUCTION

This is the Independent Review Board's ("IRB") Fifty-second Report to you on its activities conducted pursuant to the Consent Order. In this Report, we will discuss matters that have recently come before us, including three new Investigative Reports and the status of pending charges about which we have previously informed you. The progress of these pending charges will be provided in future reports.

#### II. NEW INVESTIGATIVE REPORTS

#### A. PASQUALE BAVARO, MARISA GIANNATTASIO AND DAVID BARONCELLI -Local 239, East Meadow, New York

On April 20, 2000, the IRB issued an Investigative Report to Daniel J. Kane, Sr., Trustee of Local 239, concerning Pasquale Bavaro, Marisa Giannattasio and David Baroncelli. The Investigative Report recommended that each be charged with bringing reproach upon the union and violating the oath of membership by engaging in a scheme to falsify Local 239's records. Bavaro allegedly engaged in a scheme with Giannattasio and Baroncelli to allow Giannattasio and Baroncelli to falsely maintain union membership. By falsely reporting that Giannattasio and Baroncelli were employed at Linco Electric and by regularly sending monthly dues from Linco for Giannattasio and Baroncelli to the Local as if they were Linco employees, each allegedly caused Local records falsely to list Giannattasio and Baroncelli as employees of Linco.

On April 26, 2000, counsel to Local 239, responding on behalf of Trustee Kane, informed the IRB that charges will be filed against the individuals.

## B. ALBERT MILLER AND RALPH D'ANDRAIA - Local 239, East Meadow, New York

On April 20, 2000, the IRB issued an Investigative Report to Daniel J. Kane, Sr., Trustee of Local 239, concerning members Albert Miller and Ralph D'Andraia. The Investigative Report recommended that each be charged with bringing reproach upon the union and violating the oath of membership by engaging in a scheme to falsify Local 239's records. Miller allegedly engaged in a scheme with D'Andraia to maintain false Local 239 records that allowed D'Andraia to maintain false union membership. By falsely reporting that D'Andraia was employed at Alray Car Parts Supply and regularly sending monthly dues and health and welfare contributions from Alray in D'Andraia's behalf to the Local, Miller allowed the Local records to falsely list D'Andraia as an employee of Alray.

On April 26, 2000, counsel to Local 239, responding on behalf of Trustee Kane, informed the IRB that charges will be filed against the individuals.

## C. BERNARD TENNENBAUM, GARY SASS AND FAUSTO MALDONADO - Local 239,

East Meadow, New York

On April 20, 2000, the IRB issued an Investigative Report to Daniel J. Kane, Sr., Trustee of Local 239, concerning Bernard Tennenbaum, Gary Sass and Fausto Maldonado. The Investigative Report recommended that each be charged with bringing reproach upon the union and violating the oath of membership by engaging in a scheme to falsify Local 239's records. Tennenbaum allegedly engaged in a scheme with Sass and Maldonado to cause the creation and maintenance of false Local 239 records to allow Maldonado to falsely obtain union membership. Due to the false reporting that Maldonado was employed at Formacher Auto Electric and regular submission of dues and monthly contributions by Formacher in Maldonado's behalf to Local 239 and its Health and Welfare Fund, Local 239 records falsely listed Maldonado as a member.

In addition, the IRB recommended that Tennenbaum and Sass be charged with interfering with the performance of the union's contractual obligation by allegedly denying a full-time Formacher employee the right to Local membership and benefits as required under Formacher's contract with Local 239. By concealing the employee's employment at Formacher, Tennenbaum and Sass prevented the Local from enforcing the contract.

On April 26, 2000, counsel to Local 239, responding on behalf of Trustee Kane, informed the IRB that charges will be filed against the individuals.

#### III. STATUS OF PREVIOUS IRB CHARGES

A. JOSEPH A. PADELLARO

In past issues of the *Teamster* magazine, we informed you that former International Trustee Joseph A. Padellaro allegedly embezzled over \$12,000 from the Locals and Joint Councils he was overseeing, breached his fiduciary duty to the members and brought reproach upon the IBT. On April 4, 2000, Mr. Padellaro signed an agreement wherein he agreed to make restitution for any duplicate payments not previously reimbursed and to be permanently barred from the IBT and IBT affiliates. On April 28, 2000, Judge Edelstein approved the agreement.

#### B. J. D. POTTER -Local 19, Grapevine, Texas

In past issues of the *Teamster* magazine, we informed you that Local 19 President J. D. Potter allegedly testified falsely about the source of a contribution made to the Hoffa Campaign, and also testified falsely to the Election Officer. On November 2, 1999, General President Hoffa issued his decision that the charges be dismissed. The IRB notified Mr. Hoffa that his decision was made without considering all the evidence. On March 16, 2000, the IBT informed the IRB that the statements made by Potter showed that the charges should be dismissed. The IRB determined that Mr. Hoffa's decision was not adequate and on April 6, 2000, notified Mr. Hoffa and Mr. Potter that it would conduct a hearing on the matter on June 12 and 13, 2000.

#### C. CRAIG KIRCHNER - Local 247, Detroit, Michigan

In the last issue of the *Teamster* magazine, we informed you that former Local 247 Vice President and Business Agent and current member Craig Kirchner allegedly brought reproach upon the IBT by accepting and keeping money from an employer in violation of federal law and by converting Local money when he failed to report the receipt of this payment and to forward the payment to the Local. On April 7, 2000, Lawrence Brennan, President of Joint Council 43, notified the IRB that the Joint Council 43 Exec-

utive Board accepted the proposed charge against Kirchner and will file the charge and schedule a hearing.

### D.ROBERT F. HOLMES AND THOMAS WERTHMANN - Local 337, Detroit, Michigan

In past issues of the *Teamster* magazine, we informed you that Local 337 Vice President and Business Agent Robert F. Holmes allegedly brought reproach upon the IBT by entering into sham collective bargaining agreements wherein he fraudulently allowed members into Local 337. We informed you further that former member Thomas Werthmann was alleged to have fraudulently obtained membership in Local 337.

On November 23, 1999, Local 337 President Brennan notified the IRB that the Executive Board of Local 337 had dismissed the charges against Werthmann and suspended Holmes from employment for ten days. On January 28, 2000, the IRB notified Mr. Brennan that it found inadequate the Executive Board's decision and it was returning the matter to the Executive Board for reconsideration. On March 13, 2000, the Executive Board issued its supplemental decision wherein Werthmann was permanently barred from the IBT and Holmes was suspended from employment by Local 337 for thirty days. On April 20, 2000, the IRB notified Mr. Brennan that the decision was not inadequate.

### E. STEVEN BARNES - Local 456, Elmsford, New York

In past issues of the *Teamster* magazine, we informed you that Local 456 member Steven Barnes allegedly maintained a sham membership in the IBT while he was an employer ineligible for membership. His company had no collective bargaining agreement with the Local and the Local was not intended to be his exclusive bargaining representative with the power to execute agreements covering the terms of his employment. The Local 456 Executive Board filed the charge and held a hearing on January 5, 2000.

In its decision of February 22, 2000, the Executive Board found Barnes guilty of having an improper membership and expelled him from Local 456, subject to the right of reinstatement under the IBT Constitution. The IRB notified the Local 456 President that the decision was inadequate because the IRB believed there must be a period of time before Barnes can apply for reinstatement to the Union. On April 4, 2000, the Executive Board issued a supplemental decision requiring a two-year absence before Barnes could apply for reinstatement. On April 20, 2000, the IRB notified the Local 456 President that the decision was not inadequate.

### F. KEVIN WATTS AND JAMES BERNARDONE - Local 531, Yonkers, New York

In past issues of the *Teamster* magazine, we informed you that Local 531 President Kevin Watts and Secretary-Treasurer James Bernardone allegedly testified falsely about the use of Local 531 vehicles during the six-year period in which Bernardone did not have a valid driver's license. Bernardone also allegedly entered into at least four sham collective bargaining agreements for the benefit of employers or their spouses who were ineligible for membership in the union.

The charges were filed as recommended by the IRB, the IBT appointed an Article XIX hearing panel, a hearing was held on Bernardone on February 10, 2000, and Watts' hearing was held on March 28, 2000. On April 6 and as clarified on April 28, 2000, General President Hoffa notified the IRB that Watts was suspended from membership in the IBT for three years and Bernardone was suspended from membership for five years.

Each is deprived of all rights associated with membership in the IBT during the suspension period. Each is also barred from receiving compensation or money from Local 531 and any other IBT-affiliated entity and from having any contributions made on their behalf to any IBT-affiliated funds by Local 531 or any other IBT-affiliated entity during their imposed suspensions. On May 2, 2000, the IRB notified Mr. Hoffa that his decisions were not inadequate.

#### G.HENRY SCHWEITZER - Local 531, Yonkers, New York

In past issues of the *Teamster* magazine, we informed you that Local 531 member Henry Schweitzer allegedly brought reproach upon the IBT by refusing to appear for his sworn in-person examination and by maintaining membership in the IBT while he was an employer ineligible for membership. Charges were filed as recommended by the IRB, an Article XIX panel was appointed by the IBT, and a hearing was held on February 10, 2000. On April 4, 2000, General President Hoffa notified the IRB that Schweitzer was permanently barred from the IBT. On April 20, 2000, the IRB notified Mr. Hoffa that the decision was not inadequate.

#### H.IVAN CERINA AND ALBERT DESTEFANO -Local 806, Garden City, New York

In the last issue of the *Teamster* magazine, we informed you that Local 806 members Ivan Cerina and Albert DeStefano allegedly brought reproach upon the IBT by willfully and without justification refusing to appear for their sworn in-person examinations. Trustee Joel LeFevre filed the charges. General President Hoffa appointed a hearing panel and scheduled a hearing for May 10, 2000.

### I. DONALD CALAGNA - Local 806, Garden City, New York

In the last issue of the *Teamster* magazine, we informed you that former Local 806 Secretary-Treasurer and current member Donald Calagna allegedly brought reproach upon the IBT by seeking and receiving salary increases and bonuses totaling more than \$69,000 in the absence of approved Bylaws and without the approval of the members of Local 806. Trustee Joel LeFevre filed the charges. General President Hoffa appointed a hearing panel and scheduled a hearing for May 10, 2000.

#### J. LOUIS SMITH AND LARRY STEIN - Local 810, New York, New York

We have previously informed you that President Louis Smith and former member Larry Stein allegedly brought reproach upon the IBT when Smith entered into a sham collective bargaining agreement with a company where the only member, Stein, was the owner of the company. Stein maintained a sham membership in the IBT. The attorney retained by the Local presented the charges at the hearing of January 26, 2000, before the Local 810 Executive Board. In its decision of February 7, 2000, the Executive Board concluded that the evidence did not sustain the charges against Smith and Stein.

On April 10, 2000, the IRB notified the Local 810 Executive Board that the hearing panel failed to timely address the issue of panel chairman Steven Gilman's involvement in the matter and that the IRB would conduct a hearing on the charges if no timely action was taken. In its decision of April 27, 2000, the Local 810 hearing panel concluded that after fully reviewing the matter it would take no further action. The IRB found the decision inadequate and on May 2, 2000, notified Smith and Stein that it set a hearing for May 22, 2000.

#### K. JOSEPH C. MULE - Local 813, New York, New York

We have previously informed you that Local 813 member Joseph C. Mule was charged with maintaining a sham membership in the IBT while he was an employer ineligible for membership in the union. General President Hoffa's decision of March 3 and amendment of April 5, 2000, found Mule guilty as charged and permanently barred him from the IBT. On April 20, 2000, the IRB notified Mr. Hoffa that his decision was not inadequate.

#### L. MICHAEL A. MIRABELLO, MICHAEL GENEROSO, JR., AND VINCENT GENEROSO - Local 813, New York, New York

We have previously informed you that Local 813 former member Michael A. Mirabello allegedly maintained a sham membership in the IBT while he was an employer ineligible for membership in the union, and former members Michael Generoso, Jr. and Vincent Generoso allegedly maintained sham memberships while not working for the employer listed on the Local 813 records. On March 3, as amended on April 5, 2000, General President Hoffa issued a decision in which he found them guilty as charged and permanently barred each from the IBT. On April 20, 2000, the IRB notified Mr. Hoffa that his decision was not inadequate.

#### M. BRUCE KAPP - Local 813, New York, New York

In past issues of the *Teamster* magazine, we informed you that former Local 813 member Bruce Kapp allegedly brought reproach upon the IBT by defrauding and causing harm to another member. Kapp received a \$100 payment from the member's company by falsely representing he was selling a raffle ticket. Also, Kapp allegedly allowed at least eight employers to maintain sham memberships by entering into sham collective bargaining agreements which permitted the employers to fraudulently obtain membership in Local 1034 even though each was a company owner ineligible for membership in the IBT. Lastly, Kapp allegedly entered into three additional written contracts that described conditions of employment not applicable to these members because they owned the companies. Kapp thereby impaired the Local's obligation under New York law to keep accurate records.

Trustee Eugene Maney filed the charges and an Article XIX hearing panel held a hearing. On March 31, 2000, General President Hoffa issued his decision that Kapp be permanently banned from the IBT. The IRB has Mr. Hoffa's decision under review.

### N.LARRY PLOTNICK - Local 815, Englewood Cliffs, New Jersey

In past issues of the *Teamster* magazine, we informed you that Local 815 President Larry Plotnick allegedly breached his fiduciary duties to the members by embezzling Local funds of at least \$49,188 and by creating false records which were submitted to the Local for reimbursement in violation of Federal law. On March 31, 2000, Plotnick signed an agreement wherein he agreed to be permanently barred from the IBT and to pay restitution to Local 815. The IRB has the agreement under review.

#### O.BASIL McDONALD - Local 815, Englewood Cliffs, New Jersey

In past issues of the *Teamster* magazine, we informed you that former Local 815 Trustee and Business Agent Basil McDonald allegedly brought reproach upon the IBT by allowing company owners fraudulently to maintain membership in Local 815 in violation of the IBT Constitution and the terms of the collective bargaining agreements. On April 13, 2000, McDonald signed an agreement wherein he agreed not to hold membership in the IBT or any position with Local 815 or any IBT-affiliated entity,

whether paid or unpaid, for three years. The IRB has the agreement under review.

#### P. BENJAMIN CAMADECO - Local 815, Englewood Cliffs, New Jersey

In past issues of the *Teamster* magazine, we informed you that former Local 815 Secretary-Treasurer Benjamin Camadeco allegedly breached his fiduciary duties to the members and engaged in a scheme by which he and President Larry Plotnick embezzled at least \$104,982 from Local 815. Camadeco allegedly approved Larry Plotnick's meal expenses and failed to reasonably inquire into the suspicious circumstances surrounding those expenses. Camadeco also allegedly caused Local 815 to fail to maintain required records and to have false records in violation of its legal obligations. On April 5, 2000, Camadeco signed an agreement wherein he agreed to be permanently barred from the IBT and to pay restitution to Local 815. The IRB has the agreement under review.

### Q.EDWARD J. MIRELES AND PAUL J. ROA - Local 952, Orange, California

We have previously informed you that Local 952 Secretary-Treasurer Edward J. Mireles and Business Agent Paul Roa were charged with requiring business agents to fail to make a month's dues payment in a timely manner, thereby making them ineligible to run for office in a Local Union officer election. Mr. Mireles was also charged with testifying falsely about the matter and encouraging the Local officers and employees to lie to the IRB. We also informed you that General President Hoffa found Roa not guilty of the charge and the General Executive Board found Mireles guilty of the charges and suspended him for three years. When told that their decisions were inadequate, the General Executive Board and Mr. Hoffa notified the IRB that the decisions would stand as previously stated. The IRB found the decisions inadequate and conducted a hearing on April 17 and 18, 2000.

#### IV. TOLL-FREE HOTLINE

Since our last report to you, the hotline has received approximately 75 calls reporting alleged improprieties. As in the past, all calls which appeared to fall within IRB jurisdiction were referred for investigation. Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

Continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (1-800-225-5472). If you are calling from within Washington, D.C., dial 434-8085. The IRB facsimile number is 202-434-8084.

#### V. CONCLUSION

As always, our task is to insure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities. If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline noted above or you may write to either the IRB Chief Investigator or the IRB office:

Charles M. Carberry, Chief Investigator 17 Battery Place, Suite 331 New York, NY 10004

Independent Review Board 444 North Capitol Street, NW Suite 528 Washington, DC 20001

## NOTICE OF PUBLICATION OF RULES AND RULES TRAINING MEETINGS

Pursuant to the 2001 IBT Election Agreement, the parties to the Consent Decree have recently selected an Election Administrator to administer the upcoming 2000-2001 IBT International Union Delegate and Officer Election. The Election Administrator is charged with the responsibility of ensuring that the 2001 IBT election, including all delegate elections, are conducted in a manner that will allow a free, fair, democratic and informed election. The Election Administrator is William A. Wertheimer, Jr. The address of the Election Administrator's Office is:

Office of the Election Administrator for the International Brotherhood of Teamsters c/o The International Brotherhood of Teamsters 25 Louisiana Ave., N.W. Washington, DC 20001 202-624-8710 1-800-565-VOTE Fascimile: 202-624-8711

The Election Administrator has set up temporary offices at 25 Louisiana Ave., N.W., but will move to a new location in Washington, D.C. in June, 2000. The toll free number, 1-800-565-VOTE shall remain the same. We will update you with our new address in the next issue of this magazine.

The Rules for the 2000-2001 IBT International Union Delegate and Officer Election, which govern the 2001 IBT election, were

issued on May 4, 2000. If you would like a copy of the *Rules*, please call or write the Election Administrator's Office at the address or number(s) listed above. The 2000-2001 *Rules* differ from the 1991 and 1996 *Rules* in that the 2000-2001 *Rules* require Local Unions to actually conduct the delegate elections, under the supervision of the Election Administrator. Official Election Administrator Office forms are available upon request by calling or writing the address or telephone number listed above.

The Election Administrator's Office is in the process of setting up a web page which will contain election related forms, materials and general information related to the delegate and international officer elections. The web address will be **www.IBTVOTE.com**.

The Office of the Election Administrator has scheduled Rules Training Meetings in the U.S. and Canada to provide training and education about the delegate election process.

#### Each IBT local must send a representative to one of the training meetings set forth below.

No preregistration is necessary in order to attend. Additionally, any IBT member, officer, or representative of any IBT member or officer is welcome to attend and participate. The Election Administrator or his representative(s) will provide training and education on conducting mail ballot elections for the delegates and alternate delegates. The Election Administrator and/or his staff will also be available to answer any questions related to the delegate election process, including providing assistance on completing the Local Union Plans. Rules Training Meetings will be held in the following cities on the dates listed below:

Los Angeles, CA Saturday, June 17 Fairmont Miramar 10 a.m. to 1 p.m. 101 Wilshire Boulevard Santa Monica, California 90401 (310) 576-7777 (800) 866-5577

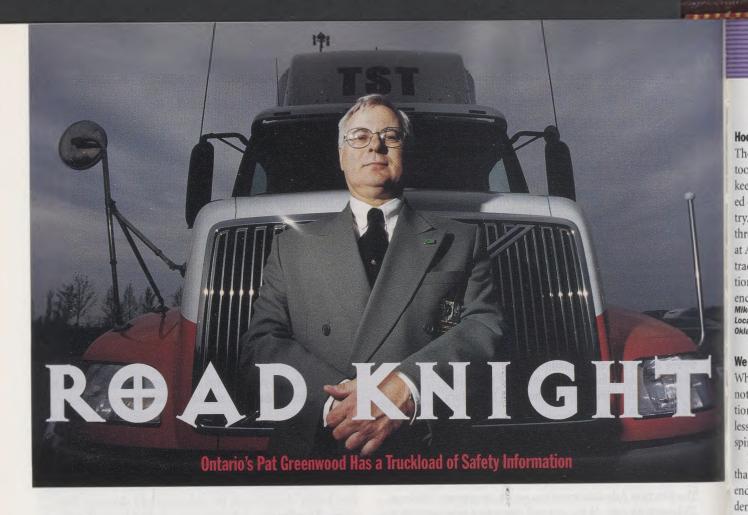
Atlanta, GA Saturday, June 24 Hyatt Regency Atlanta 10 a.m. to 1 p.m. 265 Peachtree St. NE Atlanta, Georgia 30303 (404) 577-1234

**Detroit, MI** Monday, July 17 Detroit Marriott Renaissance Center 1 p.m. to 4 p.m. Renaissance Center Detroit, Michigan 48243 (313) 568-8000 Seattle, WA Saturday, July 29 Best Western Executive Inn 10a.m. to 1p.m. 200 Taylor Avenue North Seattle, Washington 98109 (206) 448-9444 (800) 351-9444

New York/New Jersey Saturday, August 12
Hilton Gateway Hotel
10 a.m. to 1 p.m.
One Gateway Center Raymond
Boulevard
Newark, New Jersey 07102
(973) 622-5000

Montreal-Canada Saturday, September 9 Montreal Bonaventure 10 a.m. to 1 p.m. 1 Place Bonaventure Corner of Mansfield and La Gauchegiere Montreal, Canada H5A 1E4 (514) 878-2332 (800) 267-2575

Las Vegas, NV Wednesday, September 20 Bally's Las Vegas 10 a.m. to 1 p.m. 3645 Las Vegas Boulevard South Las Vegas, Nevada 89109 (702) 739-4111 (800) 634-3434



IDS LOVE TRUCKS, SO PAT
GREENWOOD GETS TO SEE A
LOT OF SMILES. WHEN HIS
RIG ROLLS UP TO A SCHOOL
OR MALL, NOSES CRINKLE AND JAWS
DROP. IT GIVES HIM IMMEDIATE CREDIBILITY WITH THE VERY PEOPLE HE WANTS
TO TEACH ABOUT ROAD SAFETY. AND IT'S
A LOT OF FUN.

"Just yesterday I visited a grammar school with a couple of hundred kids," said Greenwood. "It was great. I show them the truck's four blind spots by putting their teacher in the cab to blow the big horn when she can see them. They love the truck so much that it makes the whole lesson sink right in."

Greenwood is one of ten Ontario Trucking Association (OTA) Road Knights. The 33-year Teamster driver spends a few days each month at career days, safety fairs and anywhere else he can help the community learn how better to share the road.

#### **Fighting Negative Stereotypes**

When he appears before the youngest kids, Greenwood brings road-safety coloring books. For grades seven and eight, he has information about careers in the

"Pat Greenwood was chosen out of 100,000 Ontario truckers, but he's really one in a million. We're very proud of the work he's doing."

— JOHN MUNRO, SECRETARY-TREASURER, LOCAL 880

transport industry. For all he aims to highlight a profession of which he is very proud.

"The media sometimes makes truckers out to be scofflaws and renegades," said Greenwood, who has been a Pee Wee Baseball coach, a Cub Scout leader and a Salvation Army band and choir member. "I never knew any of the other drivers before we were selected, but we meet about once a month at the OTA for what they call the Round Table. There's not a bad apple in the bunch."

The same is said of Greenwood.

"Pat Greenwood was chosen out of 100,000 Ontario truckers," said John Munro, Local 880 Secretary-Treasurer. "But he's really one in a million. We're very proud of the work he's doing."

#### "That's not hard to take at all"

Kids aren't the only ones who learn from Greenwood's presentations. Adults need pointers on how to drive on the same highways with trucks. On an average day he sees at least a half-dozen vehicles cut dangerously close in front of him after passing. So part of the Road Knight program includes "Sharing the Road" presentations at civic associations and Kiwanis clubs.

But by far, his favorite appearances are before children.

"They really keep you on your toes and make you think. One little sixth grade girl gave me as good an analysis of traffic problems in Toronto as you're likely to hear. And a boy once explained to me that my truck had a fifth blind spot I hadn't talked about, the one from above. I had to admit that the problem of helicopter or spaceship traffic had never occurred to me before," said Greenwood.

"And then there are the littlest ones. They're as apt as not to grab your leg and say 'I love you' after you're done. Now that's not hard to take at all."

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#### **Hooray For the New Web Page**

The Teamsters web page is a very useful tool for me to use as Union Steward to keep my fellow brother and sisters updated on what is going on around the country. My fellow members are now going through a trying time with management at AWG. Reading the articles about contract negotiations and the positive solutions the Teamsters have brought about is encouraging and makes us feel united.

Mike Segraves Local Union 886 Oklahoma City, Oklahoma

#### **We Must Endorse Now**

While the current General President was not my choice in the last Teamster election, I have been impressed by the seamless transfer of enthusiasm and upbeat spirit which has engulfed the Teamsters.

Having said that, I find it surprising that the International has not yet endorsed the only candidate for President who will continue the pro-labor climate we have enjoyed for the last eight years. While at local levels an elected official's party affiliation may not matter as much — at the federal level it is critical.

You may not agree with Al Gore on some subjects, but in terms of labor issues he is the only candidate this November.

Endorse Al Gore now and endorse him loud!
Tom McLaughlin
Local Union 170
Worcester, Massachusetts

#### The Cancer of Apathy

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Having been a driver for over 45 years and a union member since 1957 with time divided between the Teamsters and the ATU I am reminded of what a brother Teamsters said back in the 50's. The word he used is synonomous with cancer and it can destroy a union local by and any other group or business it touches. The word is apathy.

The brother warned us that if we just sit back and let our officers and others do our work for us and didn't get involved in our locals business, apathy would set in and just like a cancer. The very things we worked for in the past would slowly erode until there was nothing left and we would find

ourselves in the same set of circumstances that originally started the labor movement 80 years ago.

Like it or not this is what is happening today.

The example that I am looking at is that a supermarket chain in the Midwest is declaring bankruptcy. Their claim is that since they are union their operating costs are higher which causes them to lose their competitive edge. This is true except that this supermarket chain is located amidst an industrial area that is mostly union. So my problem is that since these brothers are making a good wage and have an exceptional contract....why do so many of them support non-union businesses? For the few extra dollars a year spent supporting our brother workers we are also strengthening our own position. Apathy has set in and ultimately it can spread to and affect their own job security.

As a union member we have not only an obligation to protect our own jobs, but that of our brothers and sisters in other crafts.

Bob Coe Local Union 293 Cleveland, Ohio

#### Get Involved

As a steward, we are called upon many times to answer the same questions and complaints over and over.

Many times members say "Why did you guys do that?". Your steward is a volunteer to represent you, he needs your input. Attend meetings, get that information, make those changes. Become pro-active, wear that Teamster shirt, hat or jacket and show your employer that you are part of the team. There is strength in numbers.

It may be a little inconvenient to attend your local's general membership meetings, but you have to give a little to get a little. As the International is changing for the better, we need to stick together and make it work for us all.

Jerry Valvada
Local Union 723
Montville, New Jersey

#### **Keep On Keeping On**

I have been a union worker most of my life. The last 16 years. I have been a

member of Local 463. I will retire this year, but I will continue to be a Teamster and donate my time and effort to make it even better for younger members coming aboard. And yes to letter writer Dallas W. Rice of Local 651, Mt. Sterling, Kentucky, I know first hand when management tries to intimidate and demoralize the working men and women of the union. It does and will continue to make us stronger. Let's give it all we got and stand together and be proud to be a Teamster.

Myrtie Crane Local Union 463 Williamstown, New Jersey

#### **Fight For Port Driver Rights**

I drove out of local Tacoma and Seattle ports for eight years. From 1983 to 1991. I was owner operator and drove a 1974 Peterbilt. I could just barely keep truck repaired and had no medical insurance of any kind. On top of it as port drivers we weren't really treated like a first class citizens. If the Teamsters are looking into the port drivers, or committed to helping them you have my sincere thanks. William Lytle Local Union 313

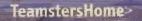
Close the Healthcare Gap

Tacoma, Washington

I am writing in response to the article in the April/May issue "The Healthcare Gap." I have been a member of the Teamsters for over 30 years. I agree that prescription medication is very expensive. I was forced to go on disability at the early age of 50 for heart problems and chronic lung disease. Do you know how much the medication for these problems cost? There are a lot of the older members that are veterans and they can get their prescription filled at any V.A. hospital free of charge. I feel the people should push Congress and their state legislatures to ensure that comprehensive and affordable medical benefits are guaranteed to all Americans.

Lester Ulhrich Local Union 486 Saginaw, Michigan

"Speaking Out" is the letters-to-the-editor section of the Teamster magazine. Send letters to 25 Louisiana Ave., NW, Washington, DC 20001 or feedback@teamster.org. Letters may be shortened due to space limitations. Please include your Teamster local number when you write.



## GovernmentAffairs>

# Take Action!

Visit the Teamsters Take Action Center — Your Online Resource on Legislative Issues That Matter to Teamster Families.

Email Your Congressman > Quick and easy with sample letters

Guide to Congress > Learn more about your representatives

Congressional Schedules > What is happening in Congress Today?

Vote Tracking and Voting Scorecards > How they voted

**Guide to State Legislatures and Governors > Contact your state capitol too!** 

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Log On Today. Educate Yourself and Make Your Voice Heard.

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MTERNATIONAL BROTHERHOOD OF TEAMSTERS

SEPTEMBER 2000









# THERES

TEAMSTER WAREHOUSE WORKERS DEFEAT ASSOCIATED WHOLESALE GROCERS

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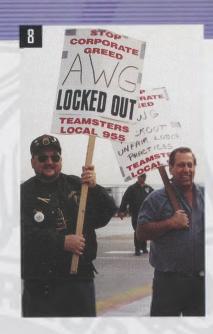
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International Brotherhood of Teamsters

25 Louisiana Avenue, NW. Washington, DC 20001-2198 202-624-6800 E-mail: feedback@ teamster.0

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A MESSAGE FROM THE GENERAL PRESIDENT

## Working Together, Winning Together

ive months ago I stood before activists in a packed university arena in Springfield, Missouri and vowed that we would do whatever it took to win justice at Associated Wholesale Grocers. This profitable grocery cooperative with stores throughout Kansas, Missouri and Oklahoma threatened to wipe out 1,600 Teamster jobs just to improve their bottom line.

We stood up and told this company, "We will not allow you to destroy our community."

Our Teamster-led coalition included citizens of every stripe — church members, progressive activists, and even politicians. We stood shoulder-to-shoulder and roared our support. We understood that 1,600 Teamster jobs were not the only thing at stake — that progress for working families depends on each one of us defending and supporting the other.

Thanks to our unity, strength and resolve, Local 245, 886 and 945 Teamsters are back on the job. (See story page 8) Our members returned to work with better pay, benefits and the security that comes with a Teamster contract.

## **Politics and Public Policy**

The lessons of solidarity learned during the AWG battle hold true beyond the realm of organizing and collective bargaining. They are equally true in regard to the upcoming elections. Those who triumph in politics are the ones who are best organized and most unified.

Corporate America knows this. That's why there is a National Association of Manufacturers, a Business Roundtable and a Chamber of Commerce. That's why

business outspent labor by 13-to-1 in the 1996 election cycle.

## **Door-to-Door and Person-to-Person**

But Corporate America holds no monopoly on political power. True, they have money, but money isn't the only card in the political deck. People and commitment are critical elements in a working democracy. And these the Teamsters have in abundance.

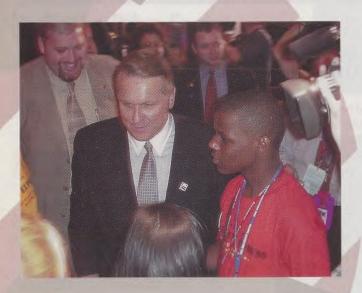
Ultimately elections are won and lost at the ballot box. But first must come discussions around the water coolers, in breakrooms, coffee shops, throughout precincts and the dinner table. The person who must initiate these discussions is YOU.

No one can, or should, tell you how to cast your vote. But your decision must be informed by careful deliberation. Attention must be paid to where the candidates stand. Does a candidate stand with workers or against them? Does he understand the way global trade deals undermine basic human rights overseas and exporting American jobs? These are just some of the questions you must ask.

Shortly before November 7, we will make our recommendation on who we will endorse — or whether we will endorse at all — a candidate for president. Until then I urge you to stay informed and active. I also want to thank all of you who have taken the time to write, call or email me with your concerns on this important upcoming election.

Fraternally,

James P. Hoffa



## **TEAMSTERS ATTEND CONVENTIONS**

eamsters General President James P. Hoffa attended both the Republican and Democratic National Conventions in August.

At the Republican Convention, the GOP honored Hoffa at a special event. At the the Democratic Convention, Hoffa served as a delegate.

"We cannot work for working families by just standing on one side of the aisle shouting at each other," Hoffa said. "Members of all parties must come together and build the future for working families."

## An Open Debate

Teamsters Call for Inclusion of All Candidates In Presidential Debates

onsumer activist and presidential candidate Ralph Nader met with the Teamsters General Executive Board (GEB) to discuss his bid for the U.S. Presidency in June.

Since the beginning of the campaign, the GEB has spoken with nearly all the U.S. presidential candidates including Al Gore, George W. Bush, Bill Bradley, John McCain and Orrin Hatch.

## On the Outside Looking In

Following the meeting, Nader joined Hoffa at a press conference and called for his and Pat Buchanan's inclusion in the presidential debates.

"Over the past year, the Teamsters have met with most of the presidential candidates. We have had an open and honest exchange of views. The American people should have the same opportunity as we have had," James P. Hoffa, Teamsters General President said.

Currently, the U.S. Commission on Presidential Debates — which consists exclusively of former leaders of the Republican and Democratic parties — excludes third party candidates by setting a 15 percent threshold for candidates.

"The two major parties have shut Ralph Nader and Pat Buchanan out of the process, refusing to give them a voice before the American public," Hoffa said. "No one wants to sit through a choreographed, corporate stage show. We must open up the debate to talk about real issues that are important to working families."

## GENERAL EXECUTIVE BOARD

James P. Hoffa General President 25 Louisiana Avenue, NW Washington, DC 20001

C. Thomas Keegel General Secretary-Treasurer 25 Louisiana Avenue, NW Washington, DC 20001 VICE PRESIDENTS AT-LARGE Randy Cammack 845 Oak Park Road Covina, CA 91724

Fred Gegare 1546 Main Street Green Bay, WI 54302

Chester Glanton 300 S. Ashland Avenue Chicago, IL 60607

Tom O'Donnell 1 Hollow Lane Lake Success, NY 11042

Ralph Taurone P.O. Box 30749 Salt Lake City, UT 84130 TEAMSTERS CANADA Robert Bouvier, President Teamsters Canada 2540 Daniel Johnson Suite 804 Laval, Quebec, Canada H71 253

Larry McDonald P.O. Box 295, St. Albert, Alberta Canada, T8N 1N3

Joseph McLean 460 Parkdale Ave. N., Hamilton, Ontario Canada, L8H 5Y2 CENTRAL REGION Patrick W. Flynn 4217 South Halsted Street Chicago, IL 60609

Walter Lytle 2644 Cass Street Fort Wayne, IN 46808

Dotty Malinsky 9409 Yukon Avenue S. Bloomington, MN 55438

Lester A. Singer 435 South Hawley Street Toledo, OH 43609

Philip E. Young 4501 VanBrunt Blvd. Kansas City, MO 64130 EASTERN REGION
Jack Cipriani
P.O. Box 35405
Greensboro, NC 27425

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Richard Volpe 6 Tuxedo Avenue New Hyde Park, NY 11040 
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 Ken Wood
 Chuck Mack

 5818 E. MLK Jr. Blvd.
 PO. Box 2270

 Tampa, FL 33619
 Oakland, CA 94621

Tyson Johnson 1007 Jonelle Street Dallas, TX 75217

> Jim Santangelo 9960 Baldwin Place El Monte, CA 91731

553 John Street Seattle, WA 98109

on Rabine

TRUSTEES Jose E. Cadiz 352 Del Parque Street San Juan, Puerto Rico 009

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John Steger 3100 Ames Place, N.E. Washington, DC 20018

## Teamsters Moura Loss of Leaders



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## International Vice President Arnie Weinmeister Dies of Heart Failure

rnie Weinmeister, a longtime
Teamster leader and International
Vice President from the Seattle
area, died of heart failure June 28.

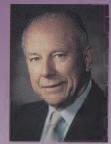
Weinmeister joined the Teamsters Local 117 working as a boxear loader for National grocery in 1940. Follow-

ing service in the U.S. Army during World War II, Weinmeister headed to the University of Washington where he majored in economics and football.

After graduating, Weinmeister was a professional football player for the New York Giants. His talents led him to being elected into the Pro Football Hall of Fame in 1984.

Following his football career, Weinmeister returned to the Teamsters. Over the next four decades, he served as Secretary-Treasurer of Local 117, Joint Council 28 President, Director of the Western Conference of Teamsters and 19 years as an International Vice President. He retired in 1992.

"Arnie was a great leader. He was know for his quiet, but strong persuasion and his organizational abilities," said Jon Rabine, Joint Council 28 President. "His presence will be greatly missed."



## Chicago's Bill Hogan Sr. Passes Away at 88

ill Hogan Sr. started working for 25 cents an hour. But even in 1939, 25 cents wasn't a lot of money.

So Hogan organized his 40 coworkers, created Teamsters Local 785 and began a career in the Team-

sters that would last 51 years. By the early 1950s Hogan had organized more than 5,000 members in steel ware-houses, stamping companies, metal processing and ware-housing. In 1954, Local 785 merged into another local and became Local 714. With expanded jurisdictions in the scrap metal, trade show and movie industries, the local grew to more than 10,000 members.

Hogan, who retired in 1992, died October 6, 1999. He is survived by Winnie, his wife of 62 years, seven children, 22 grandchildren and 20 great grandchildren.

"From the very beginning of his life, my father fought for working people," said Bill Hogan, Jr., President of Joint Council 25. "He left a great legacy in Chicago and one that we must preserve."

## Fired, Rehired, Retired

## **Teamster Police Chief Cleans Up Town then Retires**

hen Teamster and Gold Hill, Oregon Police Chief Katie Holmboe returned to work three months ago there was quite a mess to clean up.

In the three years since the city had unjustly fired her, the replacement chief had done a number on the department. He had taken all of the department's equipment and evidence including a sawed-off shotgun and a few pounds of marijuana and shoved it into storage. The patrol car was packed with evidence. Even the badge was missing.

So after Holmboe, Oregon's second female police chief, won her arbitration and returned to work, she began sifting through the mess.

That took three months. And once Holmboe was finished, she retired. Holmboe, who had served the city for 12 years, was fired in 1997, reinstated last March and filed her final police report June 30.

"She's done great things for the city," said Wayne Botta, the labor representative for the Teamsters Local 223. Holmboe plans to write a book about her experiences.

## Unity in Pennsylvania

or the first time in nearly two decades, all of the locals in the Pennsylvania Conference of Teamsters came together at their annual meeting.

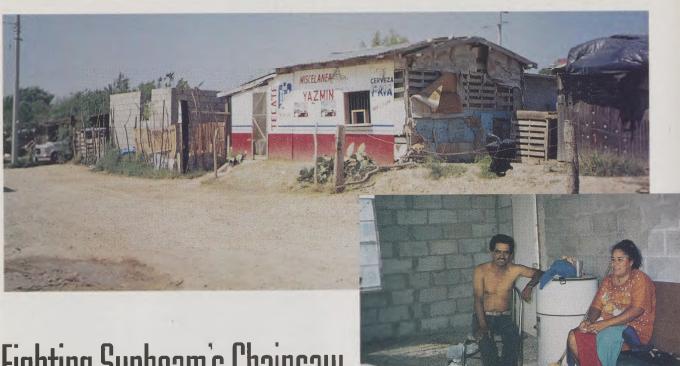


"For too many years, this conference was divided against itself," said Tom Griffith, President of Local 776 and Conference President. "This conference meeting shows that we are united and ready to meet the challenges of the future."

General President James P. Hoffa swore in the new officers and Pennsylvania Governor Tom Ridge addressed the delegates.



## TEAMSTER NEWS



## Fighting Sunbeam's Chainsaw

Mr. Coffee Teamsters Continue Fight for Workers Rights

ust two years ago, Local 473 Teamster Joylyn Billy and nearly 200 other Teamsters who assembled Mr. Coffee makers saved their jobs in Ohio.

In the face of a plan to eliminate their jobs, the workers created a campaign that drew on the talents of Joint Council 44, the Cleveland AFL-CIO, Jobs with Justice and local religious and community leaders. They saved their plant and won a three-year contract that included health care coverage and severance protection.

Over the next 18 months, the workers made the plant so successful that the company added an additional 150 full time jobs and became one of the area's largest employers providing jobs for workers moving from welfare-to-work.

Despite these successes, Sunbeam decided to shut the plant and move all assembly jobs to Mexico where the company pays workers less than \$8 a day.

Mr. Coffee workers fought back again. Though they were unable to save the plant a second time, they doubled their severance and won extended employer-paid health insurance for up to a year after the plant closure.

"Fighting back made the difference," said Donice Womack, a Mr. Coffee worker who spoke to women's groups to garner support for their cause.

## **The Battle Doesn't Stop**

While continuing to fight to keep good jobs in the USA, the Teamsters are working with trade unionists in Mexico to expose Sunbeam's treatment of workers.

The Teamsters issued "Sunbeam Chainsaw Massacre II: Workers Slashed."

"Sunbeam's actions hurt working families in the U.S. and Mexico...the Teamsters will continue to shine a light on rogue companies like Sunbeam who take advantage of trade laws that allow the company to exploit workers."

- JAMES P. HOFFA, TEAMSTERS GENERAL PRESIDENT

Investors Burned" at Sunbeam's recent Annual Shareholder Meeting. The report exposes Sunbeam's cost saving strategy to be akin to that of former CEO Al "Chainsaw" Dunlap whose slash and burn strategies tanked stock prices, sparked shareholder lawsuits and prompted a federal investigation into company accounting practices.

The report also exposes the working and living conditions of Sunbeam's workers in Mexico asking shareholders to examine the real cost of Sunbeam's money saving measures. According to a recent study, Sunbeam's low wages

force many workers in Mexico to live in homes made of card-board with no running water or electricity. Sunbeam workers in Mexico report that they are allowed only one bathroom break a day, and have inadequate ventilation in the plant.

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"Sunbeam's actions hurt working families in the U.S. and Mexico," said James P. Hoffa, Teamsters General President. "The Teamsters will continue to shine a light on rogue companies like Sunbeam who take advantage of trade laws that allow the company to exploit workers."

For a copy of the report visit www.teamster.org.

The Cradle Does Rock

Movie Tackles Union Issues

ike a cross between Norma
Rae and Radio Days, Cradle
Will Rock (Touchstone
Home Video) spins a story —
mostly true — of the infancy of
union organizing, coupled with
a musical production. The film
— written and directed by Tim
Robbins — takes place during
the Depression and follows the
genesis of playwright Mark
Blitzstein's play "The Cradle
Will Rock."

Blitzstein's play was a stinging commentary on the ills of the Depression. Robbins complements the play's themes by recreating the events that led up to the play's one and only production. *Cradle Will Rock* is filled with characters in fear of losing their jobs, celebrities like Orson Welles, capitalists like

who

ico



John Rockefeller and immigrants who believe in the promise of America.

Blitzstein wrote the original Cradle Will Rock as part of the government's Federal Theater Project, an offshoot of Roosevelt's Works Progress Administration. The project's mission was to produce original American plays and musicals.

Cradle Will Rock was recently released on video and is available at most video retailers.



## Investing in the Future

Local 215 Scholarship Keeps Growing and Growing and Growing

14,000. \$25,000. \$40,000. Each year Teamsters Local 215 President Chuck Whobrey watches his expenses double. And he loves it.

Through Teamsters Local 215 Scholarship and Educational Trust Fund, Whobrey and his fellow Indiana union-

ists have given away nearly

\$80,000 in scholarships in the last three years.

"This is a sure way to have an impact on the lives of our children. And we love giving this money away," Whobrey said.

"These kids are our future. We must recognize that and

encourage them to learn and to participate fully in our communities."

This year the fund will give away \$40,000 to 27 children of Local 215 members. The scholarships can be used at any accredited two- or four-year university or trade school.

"Our fund will continue to grow," Whobrey said. "Hopefully in two years we're going to give away \$100,000 a year."

## A Cool Ride to School

teward Terry McBurney is proud of Local 696's 1953 GMC panel truck. And the Local — which uses it to promote the Teamsters in parades and during school visits as part of the School-to-Work program — is glad to have it.

McBurney, a package driver at UPS, rebuilt the truck from a junkyard heap. He put the old panel van on a Chevy Nova frame, added a V8 Motor, bucket seats and air.

"The van's a real draw for the kids. Plus it's a practical vehicle for hauling all of the material we carry when we do our outreach to high schools," said Bill Moore, Local 696 President.



## TEAMSTER NEWS



## Toronto Drivers Win Strike

**Concrete Bosses Final Offer Not Set in Stone** 

oronto's 650 Ready-Mix concrete drivers won a nine-week strike that depressed Toronto housing starts by more than 28 percent. With the help of Ontario's Minister of Labour, who stepped into the bargaining between Local 230 and four concrete plants, the drivers are on the road to a good contract.

"He walked in at 1:30 a.m. and told management that if they didn't reach an agreement with us by morning he'd darn well impose a settlement by legislation," said Robert Shewbridge, a Local 230 Business Representative. "And he told them he was sure they wouldn't like his solution."

The union had already rejected three different "final offers" from management. Stubbornly, the bosses clung to their low-ball numbers in the face of increasing Teamster solidarity.

By morning a settlement was complete. Reversing a position that had long been the sticking point, the bosses agreed to binding arbitration. If no deal could be reached by mediation in 60 days, a neutral arbitrator would decide.

With that, *Teamster* drivers reported back to work. As the Teamster went to press, negotiators were putting the finishing touches on an agreement.

## A Healthier Nation

International Joins National Coalition on Health Care

nternational General Secretary-Treasurer Tom Keegel met with Dr. Henry Simmons and committed Teamsters support of the cause of improving health care in the United States.

"Teamster members have some of the best health care plans in the world, but as a whole the health care system is facing critical challenges," Keegel said. "We must work together with our allies to insure the 40 million uninsured Americans access to this most basic right – not only to insure their health but the health of our society."

The coalition's framework for improving health care in the U.S. includes:

- Health Insurance for All
- Improved Quality of Care
- Cost Containment
- Equitable financing
- Simplified Administration



our

For more information about the National Coalition on Health Care visit www.nchc.org

## Local 776 Settles Contract in Hershey

ocal 776 Teamsters who provide technical and support services at the Hershey Medical Center in Hershey, Pennsylvania recently settled a new three-year agreement.

A previous offer by the hospital was soundly rejected by the 560 members, and the union was ready to strike. But after going back to the table, negotiators secured a contract that provided for wage increases, job security and protection from subcontracting, increased medical benefits and a union security clause. The new contract passed 286-43.

"We were able wade through a bad situation and secure a good contract," said John Fogle, Local 776 Secretary-Treasurer.

## Bakery Brinksmanship

**East Coast Bakery Drivers Win Contract** 

## **Driving a Hard Bargain**

The Teamster bakery drivers of Local 463 demonstrated how you make the other guy blink.

More than 1,200 Teamsters at five bakeries and Hostess Thrift Shop employees won strong, new contracts simply

These members stood tough... It's easy to

ight for a good contract when you know

our members are committed and united."

parties were far apart on all three of the drivers' highest priorities. The bakeries wanted to drop the Teamsters' Health and Welfare plan. They didn't want to give driver/salesmen a decent increase in their commissions. And the pay increase offered

> to hourly employees (transport drivers and thrift shop employees) was

BOB RYDER, LOCAL 463 SECRETARY-TREASURER

by demonstrating good, oldfashioned Teamster solidarity.

"These members stood tough," said Bob Ryder, Local 463 Secretary-Treasurer. "It's easy to fight for a good contract when you know your members are committed and united."

## **Wages and Benefits**

When bargaining started, the

little short of insulting.

"Until the last minute, I don't think they realized how committed we were," said Tom McNally, a Wonder Bread transport driver, steward and bargaining committee member. "We were within moments of having to go out. When they finally comprehended that we would,

## CONTRACT HIGHLIGHTS

he Local 463 members who benefit from these new contracts serve the entire Philadelphia/Delaware/ New Jersey region and work for the following

- Wonder Bread
- Schmidt's
- Stroehmann's
- Morabito
- Maier's

bakers:

Hostess Thrift Shop

they upped their offer."

Joe Fleming, a Stroehmann's driver/salesman and, like McNally a shop steward and negotiator agrees.

"They tried all sorts of tactics. But in the end they buckled," said Fleming. "We got three years' job security, a sizable raise in both salesman's commissions and transport driver's hourly rates, and we kept our health plan. My unit has 370 members. They ratified the contract unanimously. That tells you how good the contract was."

# Rayovac Workers Recharge With New Contract ocal 695 members at the Rayovac Corporation in Fennimore, Wisconsin recently ratified a new, five-year contract. The new contract, which covers 450 workers, provides improvements in wages, health and wealth benefits and retirement benefits.

## THE FIGHT

LOCALS 245, 955 AND 886 WIN CONTRACT, SAVE JOBS

## OF THEIR LIVES

"The biggest victory was in the members' faces. When they walked in you saw in their faces 'By God, we won this fight."

- BOBBY DAVIDSON, LOCAL 955 PRESIDENT



rocery distributor Associated Wholesale Grocers (AWG) officials thought they had the perfect plan.

First, fire more than 1,400 Teamsters in Springfield, Missouri and Kansas City, Kansas. Then, AWG would sever ties with the union by bringing in subcontractors to run warehouse and trucking divisions.

On April 1 — after more than 40 years

under a Teamster contract
— AWG put its plan into
action by firing its 1,400
Teamster employees. By
June 4 — after eight
weeks of workers rallying
in the streets, at AWGmember grocery stores
and at the warehouse
gates — the company
unlocked its doors and
the workers streamed
back in with a new 8-year
contract in their hands.

Simply put: The Teamsters stopped AWG's perfect plan in its tracks.

## **A Unity Coalition**

Powerfully orchestrated efforts by Local 245 in Springfield and Local 955 in Kansas City and overwhelming community support in a boycott of AWG stores also made short order of the company's attempt to rid itself of the union.

"We promised AWG the fight of its life when this dispute began," said James P.

Hoffa, Teamsters General President, who attended the worker's first Unity Rally on March 4.

"We promised we would not allow loyal, long-time workers to be sacrificed to corporate greed. We promised we would win this battle. And we followed through on all those promises."

Already weakened by the Teamster actions at its stores and on the streets, AWG's efforts were crippled when the National Labor Relations Board ruled that the company had bargained in bad faith. And in a rare and stunning move, the NLRB said it would ask its Washington, D.C., panel to seek a federal injunction to put the Teamsters back to work if AWG didn't.

## **Resisting Division**

AWG's warehouse subcontractors had offered to negotiate contracts with the union for the warehouse unit, leaving the drivers with no representation as owner-operators.

Local 245 Principal Officer Jim Kabell said the Teamsters honored the vow of solidarity, banding together warehouse and transportation employees to prevent the loss of drivers' jobs.

"They tried to divide us," Kabell said.
"But we said, 'We go out as one. We come back as one.' That promise is kept. We are one.' Teamsters returned to work under their terms. For driver Mike McNish, who endured bypass surgery during the dispute — showing up for a union meet-



CONTRACT

HIGHLIGHTS

n a 475-48 vote in Springfield, and

Teamsters approved contracts with

Settlement of outstanding grievances

And an agreement that if AWG

period, the Teamsters would remain on

fired Elite during the 8-year contract

the job as AWG employees.

a 329-12 count in Kansas City,

Increased Pension Benefits:

Fully-paid health insurance;

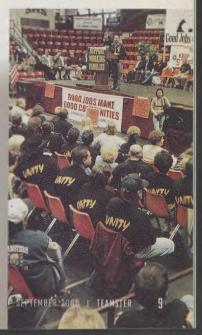
Elite that included:

Wage increases;

with AWG:

"We promised AWG the fight of its life when this dispute began. We promised we would not allow loyal, long-time workers to be sacrificed to corporate greed."

-JAMES P. HOFFA, TEAMSTERS
GENERAL PRESIDENT





## A CONVERSATION WITH JIM KABELL

Local 245 in Springfield, embarked on a massive coalition-building campaign that included Teamsters locals, area labor unions, city and community leaders and consumers as part of the union's efforts to stop Associated Wholesale Grocers from outsourcing more than 1,400 jobs in Springfield, Mo., and Kansas City, Kan.

## Why did you go to such great lengths to create solidarity among so many people?

"To start with, we realized several years ago that things appeared to be on a collision course with AWG no matter how hard we tried to avoid that. We knew none of us could survive alone."

## Where did you start?

"With business agents and stewards from one city sitting in negotiations with the other locals. Then we began taking members from city to city. The rank and file members had to get to know each other."

## Who supported you?

"Representatives from the International's Warehouse Division, Strategic Affairs, Communications and Vice President Phil Young lent their support. We also went to other unions, other Teamster barns within our locals, other locals across the states. We talked to the AFL-CIO across several states. From there, we talked to community groups, church groups."

## How did your members help in the effort?

"We asked our members to talk to neighbors, people they went to church with, to ball games with, to reach out to those people to support these workers and their families."

## What was the reaction?

"Southwest Missouri responded because they knew firing 1,200 workers was wrong."

ing the day he was released from the hospital — the new contract was all the more significant after his struggle.

"We'll go back with fewer problems," said McNish, of Local 245 "This is a major victory," added Mike Helvey, a maintenance worker and steward: "There's been a major statement that companies can't flout the law. Workers have rights in this country."

## 290 Miles to the South

Also part of the agreement: A \$3.5 million settlement from AWG for the workers who spent two months on picket lines in Springfield, Kansas City and Oklahoma City, where Local 886 members walked out of AWG's warehouse to honor the picket line extended by their fellow workers.

Also fired by AWG, the Local 886 Teamsters returned to work under improved conditions. Their contract, due to expire April 1, 2001, was extended for 7 years, giving all three locals common expiration dates and added bargaining power.

Plus, during their contract, the workers will see an increase in their pension benefits. Local 886 ratified its contract 169-18.

## **Tying it Together**

The common contract expiration dates strengthens the bonds between locals, Kabell said. It was a key factor in the Teamsters' return to AWG.

From February 1, the day AWG told Teamster leaders it would fire its union workers, Locals 245, 955 and 886 were in close contact. Members traveled from city to city for informational meetings. Both Local 245 and 955 leaders sat together at the bargaining table with AWG, and Local 886 was often represented. Stewards got to know one another.

"It makes everyone involved in the fight," Kabell said. "It's not you recognizing someone else's struggle. It becomes your own struggle."

Local 955 President Bobby Davidson, who retired June 30, after 29 years in the Teamsters, said he was filled with pride as he watched the workers who had struggled for four months walk into AWG's Kansas City plant.

"The biggest victory was in the members' faces," he said. "When they walked in you saw in their faces 'By God, we won this fight."



"There's been a major statement that companies can't flout the law. Workers have rights in this country."

> --MIKE HELVEY, MAINTENANCE WORKER AND STEWARD



## TIMELINE

FEB. 1 – Springfield Local 245 Secretary-Treasurer Jim Kabell, and Kansas City Local 955 President Bobby Davidson, are to meet with AWG officials for negotiations. Instead, company officials hand over notices of a permanent mass layoff of more than 1,200 union workers and announce plans to outsource their warehouse and trucking divisions in both cities.

FEB. 7 – More than 40 area union leaders and members gather at Local 245's hall and vow to support Teamster efforts to negotiate a contract with AWG.

FEB. 21 – Members of Springfield neighborhood associations and other civic leaders meet at Local 245's union hall where the Teamsters ask for support in a campaign aimed at AWG-supplied stores.

FEB. 23 – Teamsters travel to Jefferson City to walk the Missouri capitol hall-ways asking legislators to help in their battle with AWG.

FEB. 25— Teamsters distribute shoppers' cards, asking customers to tell store owners they won't be back if AWG fails to negotiate a contract.

MARCH 4 – General President James P. Hoffa appears in Springfield at a rally for working families. He promises the IBT will do whatever it takes to halt AWG's outsourcing plans.

MARCH 24 – More than 500 Teamsters spouses hold a protest march outside AWG's Kansas City corporate headquarters.

MARCH 31 – One day before the Teamsters contracts expire, AWG negotiators declare impasse. Teamster attorneys Dick Waers and Thomas Marshall file bad-faith bargaining charges against AWG with the National Labor Relations Board (NLRB).

APRIL 1 – At midnight, a Teamster driver is turned away from the AWG gate and told he is no longer employed. Earlier in the day, AWG officials in Kansas City clear the building of maintenance workers.

APRIL 2 – At 12:01 a.m., locked-out picket signs go up outside AWG's Springfield and Kansas City plants.

**APRIL 4 –** Oklahoma City workers walk out to honor the pickets extended to their AWG plant gates.

**APRIL 20** – Davidson, Kabell and Rick Gardner, of Local 245, give statements to an NLRB investigator.

MAY 3 – Kabell reveals meetings prior to the lockout between the Teamsters and Tibbett & Britten, parent company of one of the subcontractors. With inter-



vention from the International and approval from AWG President Doug Carolan, the union and company met to develop a plan to prevent the loss of union jobs. After two meetings, Carolan withdraws his support.

MAY 19 – The NLRB says it will rule in the Teamsters favor on all five charges that AWG bargained in bad faith.

JUNE 1 – Teamster Locals 245 and 955 announce they've reached eight-year contract agreements for warehouse and maintenance workers and drivers. They will return to work in Springfield and Kansas City under Tibbett & Britten management. AWG's deals with three other subcontractors are terminated.

JUNE 3 - The contracts are ratified.

JUNE 4 – Teamsters drivers, maintenance and warehouse workers return to their jobs in Springfield and Kansas City. Oklahoma City workers ratify a seven-year contract extension with AWG that gives all three locals common contract expiration dates.

June 4 - Teamsters drivers, maintenance and warehouse workers return to their jobs in Springfield and Kansas City. Oklahoma City workers ratify a seven-year contract extension with AWG that gives all three locals common contract expiration dates.







## KNOWLEDGE SPOWER

**UPS STEWARDS UNDERGO TRAINING** 



"WITHOUT INFORMATION, KNOWLEDGE AND UNITY, YOU HAVE NO POWER." – JACK CIPRIANI.

INTERNATIONAL VICE PRESIDENT AND LOCAL 391 PRESIDENT



nion leaders and activists know the truth to the old saying, "Knowledge is power." For UPS shop stewards, that means educating members about how to make their contract work for them.

"Unless you know what you're talking about, a contract's not worth the paper it's written on," said Bill Lichtenwald of the International's Parcel and Small Package Division.

Lichtenwald and other staff and officers have traveled throughout the country, conducting training sessions to equip stewards with the tools they need to help empower members in the hubs and on the road.

The grievance process is one of these essential tools—especially to combat the

practice of supervisors doing bargaining unit work.

"It's our work, and we should protect it," said Trish Callahan, an International Representative. "One of the strongest ways to deal with UPS doing contracted work is through educated stewards."

And stewards need to be full players in the process. "UPS must treat you with respect," she said. "You're not there to be a witness. You're there to represent the member."

That's key to members understanding the role of the union in an often hostile workplace.

"Everybody deserves representation in this country," said Von Foreman, a Local 61 steward from Hendersonville, N.C. "I think it's fine for people to make money through running a business, but it's not fine to make it on the backs of working people."

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The training seminars focus on topics that both new hires and those moving from part-time to full-time need to work and live better—such as details of their pension and health and welfare funds; the importance of D.R.I.V.E. in building political power; safety and health issues; and mobilization around legislative initiatives.

Local 391 President Jack Cipriani, who is Director of the Brewery Division and an International Vice President, told seminar participants in Asheville, N.C., that the training they receive is essential to building the union in the workplace. "Without information, knowledge and unity, you have no power."



"We need to preserve the Teamster legacy for future generations."

## The State of the Union Finances

A Question and Answer Session with General Secretary-Treasurer Tom Keegel



NTERNATIONAL BROTHERHOOD OF TEAMSTERS GENERAL SECRETARY-TREASURER C. THOMAS KEEGEL SPEAKS PLAINLY. SINCE TAKING OFFICE IN APRIL 1999, KEEGEL HAS PRESENTED THE COLD, HARD FACTS OF TEAMSTER FINANCES AND SHEPHERDED A REMARKABLE FISCAL RECOVERY.

Now that the foundation has been set, Keegel's big job is to control the extraordinary expenses confronting Teamsters in the coming year. Two sets of elections, an International Convention, building maintenance, personnel expenditures and Project RISE will all cost serious money. Keegel believes that rank-and-file Teamsters are entitled to know what's ahead.

## Q: How much are these "extraordinary expenses" going to cost?

A: All tolled, about \$25 million.

## Q: Why so much?

old

A: Well, let's break it down. We have the most democratic election process of any union in the world. The two sets of elections — first for delegates and then for International Officers — will cost \$12 to \$14 million.

That's money very well spent. I'm a big believer in the direct election of officers. This way Teamsters know their leaders are accountable.

## Q: What other big expenses loom?

A: The International Convention. It'll cost another \$8 to \$10 million.

Remember, there are 2,000 delegates and about a 1,000 more alternates.

Also the 1996 convention was a total mess, so this is really our first chance to conduct the International's business in 10 years. That translates into added expenses.

## Q: What about the headquarters and personnel?

A: After my election, I walked into Teamsters headquarters for the first time in years and was shocked. The place was shot. It had once been a showcase and now it was an embarrassment. It was horrible for morale, a crying shame.

We've put about a million dollars into shoring the place up and there's still work to be done. We need to preserve the Teamster legacy for future generations.

Of all the scandals we inherited, the

one that breaks my heart is the International staff's pensions.

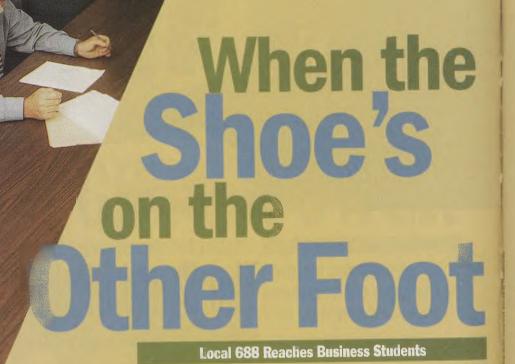
We have to make good on 10 years of missed employer contributions – 10 years, for heaven's sake. It's outrageous, but there it is. We demand that employers honor their pension commitments to Teamsters; and we raise bloody heck when they don't.

## Q: So in what condition do all of these expenses leave our union financially?

A: Solid, and getting stronger every day.

We put an end to irresponsible spending. Our financial control system is the tightest and most efficient in the whole labor movement. We have established real budgets with strict limits. Last year, we achieved the first budget surplus in more than a decade. Our strike fund is back on track. And, we're continuing to seek restoration of the funds that were stolen from our members.

All of these steps have been taken to ensure that the officers of this great union are accountable to the membership. Our members expect that their dues will be handled competently and honestly. That is their absolute right. That is our solemn responsibility.



## **Teamster Educators**

Management and Locals Recognized for School-to-Work Initiatives

he National School-to-Work Advisory Board recently gave special recognition awards to nine International Brotherhood of Teamsters affiliates for their unique work on School-to-Work programs.

School-to-Work program educate students on the role labor unions play in education and the modern economy. Through work-study programs, mock collections are sessions and preparation for standardized testing.

tive bargaining sessions and preparation for standardized testing, School-to-Work exposes students to real world scenarios.

"Today's economy suggests that the skills shortage is real and extreme," said Mary Hardiman, Teamsters Education Department Director. "Our 'Skills For Tomorrow' project was developed to help connect young people to careers that pay good

hen students enter Professor's Micheal Shaner's business class, they find the shoe's on the other foot.

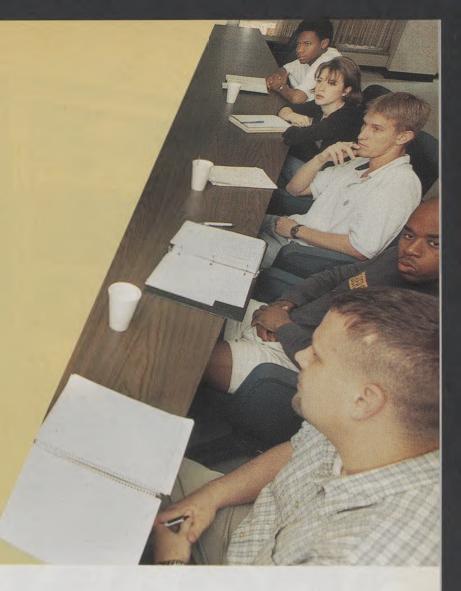
Over the past decade, business students at St. Louis University have engaged in simulated collective bargaining based on an actual Local 688 shoe factory contract.

"Consistently both undergraduate and graduate students tell me it's the most informative session in the whole course," Shaner said. "A lot of these kids have had a pro-management orientation their whole life. Meeting with the Teamsters exposes them, sometimes for the first time, to the fact that decisions they make in the name of efficiency have real-life consequences."

Business agents Rich Diffley and Steve Norris lead "role-play" with the students. The students act as management of a shoe factory, and they must reach agreement with Diffley and Norris on a contract. They must reach terms on provisions relating to health and safety, seniority, struck goods, holidays and job security.

Diffley sees a light bulb of recognition flash over some student's head almost every time.

"These kids come in well-prepared and ready to work," said Diffley. "It gives me a real charge. It also gives us a chance to dispel some wrong ideas about unions in general and the Teamsters in particular."



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wages in growth industries."

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The following nine locals were honored for their work:

- Local 688 in St. Louis, Missouri has spent 16 years working with St. Louis University's School of Business (see story above);
- Local 11 in North Haledon, New Jersey established a program that teaches students about work environments;
- Local 25 in Boston, Massachusetts created activities for students centered on job shadowing;
- Joint Council 32 in Minneapolis, Minnesota partnered with the University of Minnesota to begin a "Skills for Tomorrow" program for students;
- Joint Council 42 in El Monte, California is teaching college students to put a human face on business;

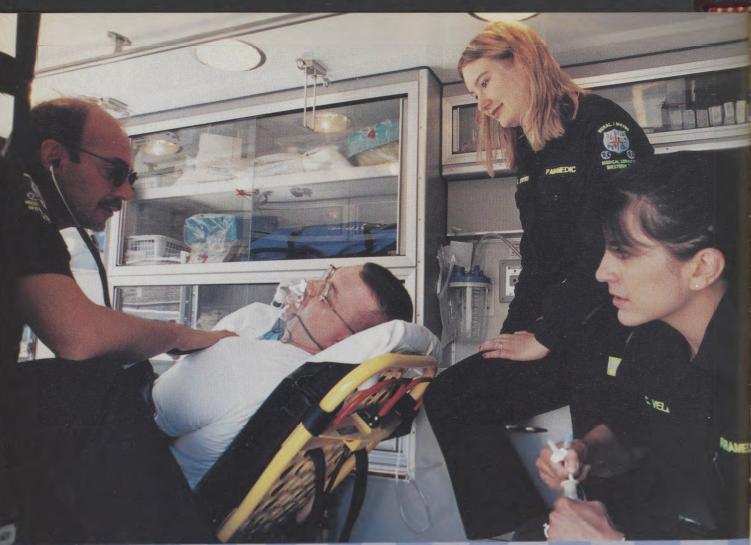
■ Local 696 in Topeka, Kansas began a project that provides information to local colleges about career opportunities with local business as well as providing college scholarships.

■ Local 830 in Philadelphia, Pennsylvania established an internship that brings classroom teachers into the workplace;

■ Local 63 in Covina, California works with parents on securing educational assistance for students, career planning and eventual integration into the union's summer organizing work program.

■ Local 170 in Worcester, Massachusetts provides learning experiences for all students, beginning in elementary school.

For more
information on Teamster
School-to-Work programs throughout the
International, visit
www.ibtstw.org.



## ORGANIZING

EMT'S JOIN BUFFALO'S LOCAL 375

n 1996, Christina Velez called the Teamsters. She and her fellow emergency medical technicians (EMTs) and paramedics needed a union. Their wages and benefits were no good and their bosses were unfair.

But it took Velez, her colleagues

at Rural/Metro Medical Services and her new friends at Buffalo's Local 375 three long years to organize.

The first time around, the company corrupted an election, dragged out the challenge to it, demoralized Christina's co-workers and stonewalled unashamedly.

## **Keeping the Faith**

But Velez and Local 375 Secretary-Treasurer Mario Bonafede never lost faith. Bonafede knew the key to Teamster victories is perseverance. He protested Rural/Metro's blatantly illegal electioneering, marshaled his evidence and saw the case through all

## CONTRACT

he 357 members of the Rural/Metro bargaining unit just ratified their first Teamster contract ( approving it by an impressive 83 percent margin (177-35). Masterson reports that it makes a start on correcting years of inequity at Rural/Metro. Key features include:

- 3 years job security,
- ► Raises of as much as \$6.00 per hour for some experienced paramedics.
- Vastly improved health and welfare,
- Decent work rules and
- A new, fair and effective grievance and arbitration system



its legal hoops and stumbling blocks.

"By the time the Rerun Order came down, two years had passed," said Bonafede. "I'd kept Christina updated as the appeals plodded on, but I don't think she ever expected this to break our way. Then she had to start over practically from scratch. She's been a real trooper."

## **Dread and Excitement**

Rural/Metro EMTs and paramedics are scattered all around western New York. Organizing them was especially challenging the first time around. It wasn't any easier the second.

"I was excited when Mario called but I've gotta say, I dreaded going back to square one," said Christina Velez-Uebelhower, who by this time married. "Practically nobody who'd worked on the campaign in 1996 was still interested or available. Pat Berezuk was a real lifesaver."

Patrick Berezuk attended the meeting Bonafede and Velez-Uebel-

"This was a really important victory for us. You have to fight these things through to the bitter end. This is the first group of emergency workers we've organized but you can be darn sure it won't be the last."

--- BRIAN MASTERSON, LOCAL 375 PRESIDENT

hower arranged for Rural/Metro employees once the Rerun Order was final. He signed on immediately and enthusiastically.

"Christina had been through the wringer once already," said Berezuk. "Her attitude was more cautious at first. But as time went on we fed off each other. By the time of the vote, we were both pretty fired up."

## Winning

The company fought hard. At the campaign's height, Berezuk recalls at least one anti-union mailing arriving on his doorstep each week.

Rural/Metro had learned its lesson the first time about obvious violations of federal labor law, but it worked every

## All for naught

subtle angle it could find.

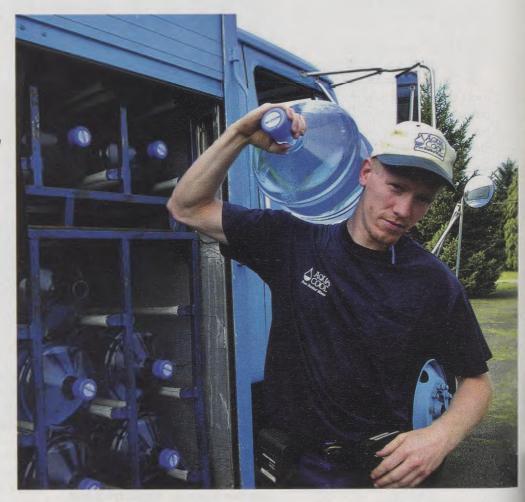
"When I saw the election results," said Velez-Uebelhower, "It just felt so good. This was such a long time coming."

Her co-workers had opted for Teamster representation by a vote of 140-88.

"This was a really important victory for us," said Brian Masterson, Local 375 President. "You have to fight these things through to the bitter end. This is the first group of emergency workers we've organized but you can be darn sure it won't be the last."

"I'm glad they stuck with it. They've had crummy wages and zero job security. At our Local, everybody's an organizer. So our bakery drivers and deliverymen would talk with the Aqua-Cool guys they knew on the street about what a union contract could do for them."

-BOB RYDER, LOCAL 463 SECRETARY-TREASURER



## Aqua-Cool Drivers Say... Union YES!

qua-Cool deliverymen won at last.
Philadelphia Local
463 cried foul when
Aqua-Cool bosses
violated labor law in
their campaign against Teamster representation. After losing a first election by a single
vote, the Local filed unfair
labor practice charges. In a
new election, Aqua-Cool drivers voted by a margin of better than five to one to "go"
Teamster.

"These drivers have gone through a lot," said Bob

Ryder, Local 463 Secretary-Treasurer. "I'm glad they stuck with it. They've had crummy wages and zero job security. At our Local, everybody's an organizer. So our bakery drivers and deliverymen would talk with the Aqua-Cool guys they knew on the street about what a union contract could do for them."

Once the NLRB certified the Aqua-Cool bargaining unit, contract negotiations began almost immediately. As *Teamster* went to press, the two sides were putting finishing touches on a contract that protects jobs and increases wages. And some proud new Teamsters were preparing to savor the fruits of their solidarity and persistence.

"Even with all the company's sneaky tactics and false promises," said Michael Robinson, an Aqua-Cool driver and negotiating committee member, "I knew we just had to keep our eyes on the ball. It was a long battle, but winning the election and getting this contract were definitely worth all the effort."

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amously anti-union employer L.L. Bean's days of squelching worker organizing are coming to an end. Workers there have sought organizing assistance from Maine's Local 340.

L.L. Bean takes the threat to organize their thousands of employees seriously. The state's third largest employer, it has hired one of the country's premier union-busting law firms to counter Teamster efforts.

But, as is often the case, management behavior is the union's best recruiting tool.

## **First Meeting Vents Frustration**

"This is about the respect that we don't get," said Bean worker Peter Hart after a two hour meeting with Local 340 representatives that drew more than 200 people.

The Portland Press Herald, reporting on the meeting, noted that "[a] union at Bean would have once been unthinkable." Perks of L.L. Bean employment

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used to include heavily discounted goods and bonuses that exceeded 10 percent of annual salary. But that has changed.

Once "[i]f there was a problem, they talked to you. But now there's no one to talk to," said Tammy Higgins, Hart's co-worker.

A growing gulf between managers and workers — and three years of small wage hikes with no bonuses, and promotions and pay hikes based on favoritism - have led Bean's employees to the Teamsters.

"They are royalty and we're the serfs," said Hart.

"Bean ought to get used to the fact that they're going to have a unionized shop," said Bob Piccone, Local 340 President.

## **Solidarity**

Teamsters know how to seize an opportunity. The Brewery and Soft Drink Conference recently held a meeting in Portland, Maine. Brothers and sisters there couldn't resist an opportunity to demonstrate their solidarity with the courageous Bean workers. The workers' struggle, in the face of the typical range of union-bashing tactics, tall tales and tricks, deserved support.

After a Thursday full of meetings and seminars, more than a hundred enthusiastic Teamsters from around the country descended, en masse, on L.L. Bean's Freeport outlet store. Local 340 had asked Joint Council 10, along with Locals 25, 170, and 251 to send their big rigs. A convoy carrying a boisterous group of chanting, singing and marching Teamsters trucked on down.

In the words of Local 340 Secretary-Treasurer Jim Carson, "They held an old fashioned hoe-down."

Members from Local 340 leafleted employees and customers at the entrances and exits. Rock music blared. And in downtown Freeport, L.L. Bean got a taste of just what Teamster unity and pride can accomplish.

## lt's Unanimous

**Paramedics Vote for Local 769 Representation** 

halk up one more public sector organizing victory. The paramedics who safeguard the lives of the residents of Florida's Indian River County have become members of Teamsters Local 769.

"The nurses at Indian River Memorial are Teamsters and so are a bunch of other county employees," said paramedic Cory Richter. "They've all got good contracts and a decent relationship with the county. We looked at several unions but the Teamsters really made the strongest impression."

Paramedic Joe Eriksen called Business Agent Mike Scott and became the moving force behind the decision to go Teamster.

"He set up the meetings and led the drive to collect signatures," said Scott. "We had 50 cards from a 57-person unit as quickly as I've ever seen. It was great."

"These folks work a 24-hour shift, every third day. 43 ballots meant that some of them gave up precious shut-eye to come in and cast their vote. I can't think of a higher compliment from a paramedic."

In the end, the emergency workers voted unanimously, 43-0, to join the Teamsters. Several who had to be out of town on the day of the vote

said they would have voted Teamster, too.

"These folks work a 24-hour shift, every third day," said Scott. "43 ballots meant that some of them gave up precious shut-eye to come in and cast their vote. I can't think of a higher compliment from a paramedic. Local 769 is proud to have them."



THE STATE OF



light attendants at Northwest Airlines have finally reached cruising altitude.

After four long years of struggle with a management team that refused to give them their due, 11,000 members of Local 2000 demonstrated the value of unity, militancy and persistence.

"The Northwest flight attendants showed the world what Teamster unity is all about," said James P. Hoffa, Teamsters General President. "They told management that they would not allow their needs to be ignored, and management finally listened."

The contract's strength earned overwhelming support from the more than 87 percent of eligible voters who returned ballots, approving it by a better than 2-to-1 margin.

Before the new pact, Northwest flight attendants lacked parity with their peers. They worked up to 18-hour days that prevented them from spending quality time with their families, while looking forward after 30 years of work

"The Northwest Flight Attendants showed the world what Teamster unity is all about. They told management that they would not allow their needs to be ignored, and management finally listened"

- MMES P. HOFFA

to a pension of only \$1,050 a month.

But the pact ratified May 30 brings them above or in line with their peers throughout the industry.

## **A Long Time Coming**

The struggle at Northwest was one of many protracted campaigns left unresolved by the previous administration, including Anheuser-Busch, Detroit Newspapers and Overnite Transportation. As in all of these struggles, management counted on disunity in the union's ranks to provide an opportunity to ignore the needs of their workers.

"The company was stonewalling," said Byron Grays, a 10-year flight attendant based in Detroit. "They weren't bargaining in good faith. That's why negotiations were so prolonged."

Although flight attendants agreed in 1988 to a wage freeze to save their financially strapped employer, they saw little gratitude from the nation's fourth-largest air carrier after it was restored to profitability. Despite a 1999 return for Wall Street investors of 663 percent on a 1992 investment and huge perks and bonuses for management executives, the creators of the wealth, Northwest's front-line employees, struggled to make ends meet.

## **Redoubling the Effort**

After three years of fruitless talks, a strike vote and a rejection of the first contract, President Hoffa pledged to support the

"We got a hell of a contract. We really needed it. It's opening doors for future



contracts."— NANCY LARSON, A 22-YEAR FLIGHT ATTENDANT

## Opening Doors

Detroit-based Nancy Larsen Likes New Contract

ancy Larsen, who has spent 22 years in the industry, 11 at Northwest Airlines, is ecstatic that the long struggle with management yielded a strong agreement.

"We got a hell of a contract," she said.
"We really needed it. It's opening doors for future contracts for all of us."

Delighted with improvements in retirement benefits, disability insurance and an employer-match 401(k) program, Larsen said the new pact "protects my livelihood and my future."

Larsen also found that the introduction of a Flight Bank "is really, really positive." This new benefit permits the Detroit-based flight attendant and her colleagues to trade accrued work credit for time off without it coming out of their paychecks.





## TWO-FOR-ONE DEAL

arolyn and Mike Hallock have been flight attendants for 27 years, including stints at Hughes AirWest and Republic Airlines, which were eventually absorbed into the Northwest Airlines system. They love the work and the lifestyle that goes with it, but with



both spouses working for a carrier that refused to repay its employees for their past sacrifices, "we were double-whammied, with no pay increase," said Carolyn.

For the Hallocks, the length of negotiations was a matter of respect. Management "knew what we wanted, they knew what we needed," said Carolyn. "It took too long. People started in-fighting, which isn't supposed to happen." But with the unity that the union now shows, "the company is kind of leaving us alone right now. I think they know better."

members in their continued fight for a fair contract.

The full resources of the International were committed to winning the contract fight. Under Hoffa's leadership the International expended more than \$700,000 and assigned economists, attorneys, and members from the Strategic Affairs, Communications and Research depart-

ments to aid in the struggle.

What followed was an intense period of ongoing talks and member mobilization. Airline Division Director Ray Benning mobilized the International's resources and worked on community outreach and contacts with other labor unions. Negotiators worked tirelessly to budge Northwest off the mark.

## The Home Stretch

The negotiations were punctuated last December by rallies at airports to protest management's refusal to address key outstanding issues, and by a temporary restraining order obtained by Northwest prompted by what the carrier called an excessive use of sick leave during the holidays.

Although the union vehemently denied management's allegations of a coordinated sickout purportedly aimed at achieving contract objectives, the court sanctioned a search of computer hard drives used by several local activists.

Then in February, the airline issued a surprise four percent salary raise and increased domestic and international per diem pay, violating the Railway Labor Act.

Undaunted, the union pressed on, finally securing an industry-leading contract that won the approval of its mem-

"Northwest management and the National Mediation Board understood that the union was very serious about getting a good contract for the Teamster flight attendants," said Tom Keegel, Teamsters General Secretary-Treasurer. "The Local 2000 Negotiating Team achieved significant gains that will improve the lives of our members."

"As the cost of living has risen, so should our salaries," added flight attendant Byron Grays. "I'm happy to gain more flexibility in scheduling, as long as the company abides by the contract."





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Improvements in the new contract

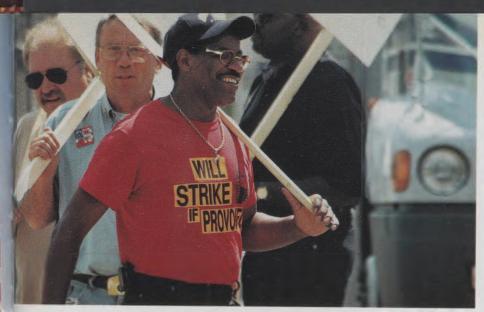
INDUSTRY-LEADING PENSION RATES. increased from \$35 to \$65 per month, Del year of semice-a death 85 percent enliancement.

INCREASED BASE PAY, with date-ofsigning lucreases of 8 percent to 22.2 percent, and 29 percent to 120.1 percent over the next four years. depart-

PARKONICH VE PARK DE 3 AS DEBURENT on W-2 earnings from August 31, 1996 to January 31, 2000.

STRONGER WORK RULES that add protections for Weamster flight atten-

THE RESIDENCE FOR STREET mens laddany.



## Walking in Memphis

"Hollywood" Charles Watkins on the Line Against Overnite

harles Watkins' co-workers chose well when they elected him shop steward at Overnite's Memphis terminal.

Watkins, whose ebullient personality long ago earned him the nickname "Hollywood Charles," is the guy you want beside you in the trenches. He is confident, committed and just plain fun to hang with. As the days on the picket line have turned into weeks and the weeks into months, Watkins has been one of Local 667's most important assets.

"I just try to get down here early and keep the guys going," said Watkins. "The company keeps dragging this darn thing out. But all we have to do is last one day longer than they do. We can, with each other's support."

Watkins' style is to lead by example. "You can't very well ask others to stand out here in the cold and the rain if you don't do it yourself," he said.

## **Unfairty Targeted**

In the five years since Watkins and his colleagues filed for Teamster representation, Overnite has repeatedly singled him out for special treatment. On the pretext of a series of thefts, Overnite instituted a program of background checks in 1998. It targeted only union supporters.

As a result of the checks, Overnite fired Watkins in February of 1999. They claimed he'd withheld information on his original job application, seven years before.

Three months later, Overnite had egg on its face. They had to reinstate

Watkins, with full back pay. A union investigation turned up proof that Overnite had known his background the whole time. Indeed, Overnite had claimed a huge tax break for employing Watkins, under a government program designed to encourage the hiring of exoffenders.

Overnite didn't care about Watkins' background, they just thought they'd found a ploy with which to fire a strong union man.

## **Determination**

"The whole thing boomeranged against them," said Watkins. "It made me more determined than ever."

And now "Hollywood Charles" is taking his show on the road. He just enlisted to bring his special brand of Teamster enthusiasm to a project focusing on bringing extended picket lines to Overnite's Special Services Division in Detroit.

"I think its real important and I'm glad to pitch in," said Watkins, "but I won't stay away from my guys in Memphis too long. They need me, and in truth, I need them just as much."



## "I'm Ashamed"

**Overnite Supporter Confesses** 

ormer Overnite driver Anthony Holly has exposed the company's managers for the fraud artists and criminals they are. In a sworn affidavit, Holly has detailed how Overnite bosses paid him \$10,000 to smash windows and cut lines and tires of parked Overnite vehicles. Their plan was to falsely accuse striking Teamsters of causing the damage.

"I'm ashamed for doing what I've done," said Holly.

"Overnite had me brainwashed. I thought the Teamsters were crooked. As I got to know them, I saw it's not true."

# DRIVING TEAMSTERS TO THE POLLS

RETIRED TEAMSTER BREWS UP NEW VOTERS

"At a time when politicians of both parties take working families for granted, it is important that we go to the polls and remind these candidates who they really work for." —MIKE MATHIS, TEAMSTERS GUYERNMENT AFFAIRS DIRECTUR



ayne Reller knows a thing or two about brewing beer. For 30 years he worked at the Tumwater Brewery in Washington state. Now, as a retired Teamster and former Vice-President of Local 378 in Olympia Wash

dent of Local 378 in Olympia, Washington, he's been busy brewing up unregistered Teamster voters.

"Registering to vote is extremely important for Teamsters," said Reller. "The corporate bosses put a lot of influence into the political arena, and it's time for our members to do the same."

Over the last six months, Reller has been relentless in registering new Teamster voters, signing up more than 120 single-handedly.

"I really like the one-on-one approach," said Reller. "I set up my table in the break area of the plant and talk to the members as they come through. There were common misperceptions to overcome. A lot of guys thought that registering to vote would make them more likely to get pulled off of work for jury duty. That is absolutely not true, and I was able to convince them by talking to the members personally."

## **A National Drive**

His efforts are part of a nationwide effort that the International has undertaken to get new Teamster voters to the polls. The "Teamsters Election 2000 Voter Registration Drive" is the largest voter registration drive that the union has ever undertaken.

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"At a time when politicians of both parties take working families for granted, it is important that we go to the polls and remind these candidates who they really work for," said Mike Mathis, Teamsters Government Affairs Director.

Many members of Congress chose to go against the will of Teamster

# "I don't consider myself partisan, but I do support candidates who support Teamsters. The more members

## Backing Up Talkin' With Walkin'

**California Local Hosts Voter Registration Rally** 

t's easy to talk about registering new voters, but to actually do it you have to get out into the neighborhoods and walk. Local 63 in Covina, California did exactly that.

On a warm July Saturday, Local 63 held a voter registration rally. The event was at a park in Covina and featured remarks from General President James P. Hoffa, International Vice-President Randy Cammack, and other local elected officials. Following the remarks, Local 63 members set out on foot, walking precinct to precinct to register new voters, Teamster voters.

"By comparing our membership roster to the voter registration files, we were able to tell which members had not registered yet," said Cammack, who is also the Secretary-Treasurer of Local 63. "We were then determined to go and talk to every Teamster family that wasn't registered to explain the importance of voting.

More than 300 new Teamster voters were registered. That's 300 more voices for working families at the polls this November.

we can involve in the political process, the better."

working families when the House voted to grant Permanent Normal Trade Relations (PNTR) to Communist China in May. The loss of American jobs to Chinese workers making thirteen cents an hour is certainly motivating Teamsters to vote.

As part of the voter registration drive, Teamster locals are competing to register new voters. The local union that signs up the greatest number of unregistered members as well as the local with highest percentage of newly registered voters will be rewarded with recognition at the Teamsters 2001 Convention.

## **UPPING THE ANTE**

oint Council 28 locals had an added incentive in their recent drive to register voters. The counicl offered prizes for the locals who signed up the most new voters and to the locals who had the highest percentage increase in voters.

"We were very successful in this drive," said Owen Linch, JC 28 Legislative Director and Local 378 Secretary-Treasurer. "The reason we were successful is the cooperation between locals and the fact we all realize how much is at stake," Here are the top three Locals:

**Highest Number of Voters** Local 763 .....1,796 Local 174 .....684 Local 313 .....484

**Highest Percentage of Voters** Local 589 ......78.96% Local 378 .....75.32% Local 66.....74.73%

## Auditor's Report Reflects Union's Fiscal Progress

ver the past year the International Brotherhood of Teamsters' finances have begun to turn around. After hitting a low water mark of \$4.1 million in 1998, Teamster net assets have rebounded by \$10.4 million to \$14.5 million in 1999. Importantly, asset management is now being applied along more conventional lines.

For the first time in more than a decade, the union developed — and adhered to — a balanced budget, in 1999. Here too, the advent of a more conventional, prudent and professional accounting regime has led to significant improvement.

"Our members' dues money is hard-earned," said C. Thomas Keegel, International Brotherhood of Teamsters General Secretary-Treasurer. "Safeguarding it and spending it with care are among a Union's most fundamental obligations. Last year, the Union took a big step forward in honoring a solemn trust."

THOMAS HAVEY LLP

REPORT OF INDEPENDENT AUDITORS

Members of the General Executive Board International Brotherhood of Teamsters

We have audited the accompanying consolidated balance sheets of the International Brotherhood of Teamsters (the International Union) as of December 31, 1999 and 1998 and the related consolidated statements of activities and cash flows for the years then ended. These financial statements are the responsibility of the International Union's management. Our responsibility is to express an opinion on these financial statements based on our audits.

We conducted our audits in accordance with generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by the International Union's management, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the International Union as of December 31, 1999 and 1998 and the changes in its net assets and its cash flows for the years then ended in conformity with generally accepted accounting principles.

Thomas Havey LLP

March 10, 2000

CERTIFIED PUBLIC ACCOUNTANTS AND CONSULTANTS

900 17TH STREET, NW - WASHINGTON, DC 20006 - 202.331.9890 + 202.331.9890 FAX - www.havey.com

## **Committed to Reform**

The General Executive Board is committed to continuing reform and cautious, thorough fiscal management. The Board has resolved to carefully monitor the extraordinary expenses that will confront the union in the coming budget year. They include:

- Two sets of elections,
- An International Convention,
- Project RISE,
- Physical rehabilitation of the Teamsters headquarters building and
- Delayed and deferred payments to the Teamsters employees' pension fund.

In addition to fiscal controls, the Board is committed to rebuilding

Teamster finances without a dues increase. The union can and must be true to its mission of fighting for better lives for working people without unduly burdening members' pocketbooks.

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"We can afford to do the things we need to do," said James P. Hoffa, International Brotherhood of Teamsters General President. "We just have to have strict ethics, professional accounting and common sense."

The following report summarizes the International Union's finances for the year ending December 31, 1999. The report reflects only the finances of the International Union and not those of the joint councils or locals.

## International Brotherhood of Teamsters Consolidated Balance Sheets

DECEMBER 31, 1999 AND 1998				1999			5000		
		GENERAL		DEFENSE		GENERAL	1998 DEFENSE		
		FUND	-	FUND	TOTAL	FUND	FUND	-	TOTAL
ASSETS									
Cash	\$	18,475,964	\$	62,518	\$ 18,538,482	\$ 6,336,022	\$ 53,287	\$	6,389,309
Accounts receivable		8,675,825		_	8,675,825	9,496,559	_		9,496,559
Inventories		399,124		_	399,124	404,831	_		404,831
Accrued investment income		739,764		261	740,025	448,883	214		449,097
Prepaid expenses		352,171			352,171	174,274			174,274
Investment in debt and equity securities		59,930,137		_	59,930,137	59,405,311	_		59,405,311
Investment in first trust notes - affiliates		4,148,269		_	4,148,269	4,058,083	_		4,058,083
Fixed assets - net		8,764,321		_	8,764,321	7,996,242	_		7,996,242
Deposits		134,936			134,936	140,688			140,688
Total assets	\$	101,620,511	\$	62,779	\$ 101,683,290	\$ 88,460,893	\$ 53,501	\$	88,514,394
LIABILITIES AND NET ASSETS									
Accounts payable and accrued expenses	\$	21,481,132	\$	_	\$ 21,481,132	\$ 12,827,473	\$	\$	12,827,473
Deferred revenue		181,172		_	181,172	1,932,978			1,932,978
Estimated liability for claims incurred but									
not reported and claims payable		287,487			287,487	1,149,000	_		1,149,000
Interfund (receivable) payable		(17,767,588)		17.767.588	<u>'</u>	(17,523,689)	17,523,689		
Loans payable		4,475,000		· · ·	4,475,000	5,480,523			5,480,523
Teamster Affiliates Pension Plan liability		12,338,617		_	12,338,617	20,394,866	_		20,394,866
Retirement and Family Protection Plan liability		19,368,179		_	19,368,179	17,186,807	_		17,186,807
Accrued postretirement health care benefits cost		28,976,257		_	28,976,257	25,391,157	_		25,391,157
Total liabilities		69,340,256		17,767,588	87,107,844	66,839,115	17,523,689		84,362,804
Unrestricted net assets (deficit)	_	32,280,255	(1	17,704,809)	14,575,446	21,621,778	(17,470,188)		4,151,590
Total liabilities and net assets	\$	101,620,511	\$	62,779	\$ 101,683,290	\$ 88,460,893	\$ 53,501	\$	88,514,394

## International Brotherhood of Teamsters Consolidated Statements of Activities

YEARS ENDED DECEMBER 31, 1999 AND 1998			1999				1998	
		GENERAL FUND	DEFENSE FUND	TOTAL	GENERAL FUND	_	DEFENSE FUND	TOTAL
REVENUE								
Per capita	\$	82,619,027	\$ -	\$ 82,619,027	\$ 83,012,079	\$	_	\$ 83,012,079
Initiation fees		588,526		588,526	568,515		_	568,515
Investment income - net		2,142,242	2,603	2,144,845	3,690,904		2,297	3,693,201
Sale of supplies - net		(8,750)	_	(8,750)	60,685		0 -	60,685
Royalty income Other		2,880,775 979,746		2,880,775 979,746	527,569 216,393			527,569 216,393
Total revenue		89,201,566	2,603	89,204,169	88,076,145		2,297	88,078,442
EXPENSES								
Administrative, office and general		19,666,466	_	19,666,466	17,816,892		_	17,816,892
Divisional and departmental		25,347,806	_	25,347,806	29,940,754		_	29,940,754
National headquarters building		4,178,269	_	4,178,269	3,521,185		_	3,521,185
Affiliation fees		8,127,538	_	8,127,538	9,086,733		m	9,086,733
Organizing expenses		882,376	_	882,376	1,768,811		_	1,768,811
Per capita to conference		2,944,092	_	2,944,092	2,806,120		_	2,806,120
Legislative and political education		2,375,100	_	2,375,100	1,796,604		_	1,796,604
Legal fees, judgments, suits and settlements		4,520,192	_	4,520,192	5,077,034		_	5,077,034
Communications		1,731,619	_	1,731,619	1,300,546		_	1,300,546
Forgiveness of debt		361,879	_	361,879			_	
Teamster Magazine expense		2,262,216	_	2,262,216	1,838,602		_	1,838,602
Teamster Affiliates Pension Plan		(8,056,249)	_	(8,056,249)	(5,426,320)			(5,426,320)
Officers and employees retirement plan		2,181,372		2,181,372	3,318,488		_	3,318,488
Net periodic postretirement benefit cost  Amortization of accumulated postretirement		2,012,843	71 -	2,012,843	889,924		_	889,924
benefit transition obligation		1,572,257	_	1,572,257	1,572,300		_	1,572,300
Consent decree expenses		4,692,436	_	4,692,436	7,564,160			7,564,160
Member benefits		3,742,877	(6,675)	3,736,202	3,133,440		(11,000)	3,122,440
Interest expense		_	243,899	243,899			374,828	374,828
Total expenses	_	78,543,089	237,224	78,780,313	86,005,273		363,828	86,369,101
CHANGE IN NET ASSETS		10,658,477	(234,621)	10,423,856	2,070,872	(	361,531)	1,709,341
NET ASSETS								
Beginning of year	_	21,621,778	(17,470,188)	4,151,590	19,550,906	(17,	108,657)	2,442,249
End of year	\$	32,280,255	\$ (17,704,809)	\$ 14,575,446	\$ 21,621,778	\$ (17,	470,188)	\$ 4,151,590

International Brotherhood of Teamsters Consolidated Statements Of Cash Flows

YEARS ENDED DECEMBER 31, 1999 AND 1998			1999			4000	
	GENERAL FUND		DEFENSE FUND	TOTAL	GENERAL FUND	1998 DEFENSE FUND	TOTAL
CASH FLOWS PROVIDED BY (USED IN)	TOND		TOND	TOTAL	FOND	FUND	TOTAL
OPERATING ACTIVITIES  Cash received from							
Affiliated conferences, joint councils and local unions \$	83,864,813	\$	2,556	\$ 83,867,369	\$ 84,149,741	\$ 0	\$ 84.149.74
Investment income	3,028,625	Ψ	2,000	3,028,625	4,286,675	2,263	\$ 84,149,74 4,288,93
Grant reimbursements	2,233,918		_	2,233,918	3,546,782	2,203	
Transfer from General Fund	2,203,310		243,899	2,233,316	3,340,702	274 020	3,546,78
Food service income	81,290		240,033		07.022	374,828	374,82
			_	81,290	87,933	_	87,93
For transmittal to IBT Election Officer (Department of Justice				4.157.544	4,016,827	_	4,016,82
Other revenue and reimbursements	4,150,866	_	6,675	4,157,541	4,077,647		4,077,64
Net cash received	93,359,512	_	253,130	93,612,642	100,165,605	377,091	100,542,69
Cash disbursed to							
Service providers, suppliers, vendors and others	(34,679,715)		_	(34,679,715)	(41,696,758)	_	(41,696,758
Employees and government agencies for withholdings	(26,302,019)		_	(26,302,019)	(29,704,271)	_	(29,704,271
AFL-CIO and other labor organizations	(8,127,538)			(8,127,538)	(9,170,762)	_	(9,170,762
Affiliated conferences, joint councils and local unions	(2,944,092)		_	(2,944,092)	(4,345,673)	_	(4,345,673
Members for benefits under Strike Benefit Assistance Progr	am (3,742,877)		_	(3,742,877)	(3,133,440)	_	(3,133,440
Payments to Election Officer - Department of Justice			_	_	(4,016,827)	_	(4,016,827
Payments to Election Officer - IBT Contribution	_			_	(2,000,000)		(2,000,000
Interest paid	-		(243,899)	(243,899)	(11,000)	(363,828)	(374,828
Transfer to Defense Fund	(243,899)			(243,899)	(374,828)	(000,020)	(374,828
Net cash used	(76,040,140)		(243,899)	(76,284,039)	(94,453,559)	(363,828)	(94,817,387
Net cash provided by operating activities	17,319,372		9,231	17,328,603	5,712,046	13,263	5,725,30
CASH FLOWS PROVIDED BY (USED IN) INVESTING A							
Proceeds from sale or redemption of investments	61,759,074		-	61,759,074	201,854,106	-	201,854,10
Purchase of investments	(63,819,197)		_	(63,819,197)	(208,452,579)		(208,452,579
Proceeds from sales of fixed assets	290,429			290,429	251,250	_	251,250
Purchase of fixed assets	(1,754,595)		_	(1,754,595)	(222,711)		(222,711
Payment of loans by affiliates	452,914		_	452,914	2,244,394	_	2,244,394
Loans to affiliates	(543,100)			(543,100)	(200,000)		(200,000
Net cash used in investing activities	(3,614,475)			(3,614,475)	(4,525,540)	_	(4,525,540
CACIL FLOME LIGED IN FINANCING A CHIMPE							
CASH FLOWS USED IN FINANCING ACTIVITIES Payments on loans	(2,011,046)			(2,011,046)	(2.305.284)	_	(2,305,284
Effect of exchange rate changes on cash	446,091			446,091	(86,687)		(86,687
Net increase (decrease) in cash	12,139,942		9,231	12,149,173	(1,205,465)	13,263	(1,192,202
Cash at beginning of year	6,336,022		53,287	6,389,309	7,541,487	40,024	7,581,511
Cash at end of year \$	18,475,964	\$	62,518	\$ 18,538,482	\$ 6,336,022	\$ 53,287	\$ 6,389,309

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International Brotherhood of Teamsters Consolidated Statements Of Cash Flows (continued)

YEARS ENDED DECEMBER 31, 1999 AND 1998		1999			1998	MI LETT.
	GENERAL FUND	DEFENSE FUND	TOTAL	GENERAL FUND	DEFENSE	TOTAL
RECONCILIATION OF CHANGE IN NET ASSETS TO NET				100 00000	THE PARTY OF	on next
CASH PROVIDED BY (USED IN) OPERATING ACTIVITIES						
Change in net assets \$	10,658,477	\$ (234,621)	\$ 10,423,856	\$ 2,070,871	\$ (361,531)	\$ 1,709,340
Prior period adjustment			_	(1,017,000)	_	(1,017,000)
(Gain) loss on sale of investments	1,089,206		1,089,206	(811,338)	_	(811,338)
Gain on disposal of fixed assets	(176,861)	_	(176,861)	_	_	_
Depreciation expense	872,948		872,948	727,206	_	727,206
(Increase) decrease in assets						
Accounts receivable	820,734	_	820,734	(1,246,699)	_	(1,246,699)
Inventories	5,707		5,707	124,566	1-	124,566
Accrued investment income	(290,881)	(47)	(290,928)	362,152	(34)	362,118
Prepaid expenses	(177,897)	_	(177,897)	127,833	_	127,833
Deposits	5,752	_	5,752	212,261		212,261
Increase (decrease) in liabilities						
Accounts payable and accrued expenses	9,659,182	_	9,659,182	4,033,630	_	4,033,630
Deferred revenue	(1,751,806)		(1,751,806)	_	_	_
Estimated Liability for claims incurred but reported and claims payable	(861,513)	_	(861,513)	1,149,000	_	1,149,000
Interfund receivable payable	(243,899)	243,899		(374,828)	374,828	
Teamster Affiliates Pension Plan liability	(8,056,249)	_	(8,056,249)	(5,426,320)		(5,426,320)
Retirement and Family Protection Plan liability	2,181,372	_	2,181,372	3,318,488	_	3,318,488
Accrued postretirement health care benefits cost	3,585,100		3,585,100	2,462,224		2,462,224
Net cash provided by (used in) operating activities \$	17,319,372	\$ 9,231	\$ 17,328,603	\$ 5,712,046	\$ 13,263	\$ 5,725,309

See accompanying notes to financial statements.

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## International Brotherhood of Teamsters Notes to Consolidated Financial Statements

## NOTE 1. NATURE OF OPERATIONS

The International Brotherhood of Teamsters (the International Union) is one of the largest labor unions in North America with a membership representing a variety of industries and trades. The primary source of revenue is per capita taxes paid by local unions.

## NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

**METHOD OF ACCOUNTING** - The financial statements have been prepared using the accrual basis of accounting in accordance with generally accepted accounting principles.

**FUND ACCOUNTING -** In accordance with the requirements set forth in its Constitution, the International Union records its transactions in the three funds described below:

General Fund - Provides for the ongoing activities of the International Union not specifically carried out by the other two funds. The General Fund also includes the consolidated accounts of the Teamsters National Headquarters Building Corporation, a forprofit corporation formed to be a title holding corporation for the International Union's headquarters building. All significant intercompany account balances have been eliminated in consolidation. Included in the General Fund is the Public Employees Assistance Fund. This fund provides assistance to Public Employees whose contracts do not entitle them to strike benefits.

Special Organizing Fund - Originally established in 1992 to organize and recruit new members, the Special Organizing Fund was merged into the General Fund in 1999. Amounts previously reported for 1998 have been restated for comparative purposes.

**Defense Fund -** The Defense Fund was created in 1969 to segregate monies designated for payment of out-of-work benefits to members on strike.

In 1991, delegates of the I.B.T. convention voted to increase weekly strike benefits from \$45 or \$55 per week to \$200 per week. However, no mechanism was established to pay for increased strike benefits. The new rates became effective in July 1991, and average monthly payments increased significantly. In addition, the International Union

paid approximately \$30 million in out-of-work benefits to members involved in the National Master Freight strike in April 1994. As a result, the net assets had been reduced to a deficit and the fund became fully depleted during the year then ended. The deficit was funded, in part, by the transfer of loan proceeds, which were obtained by the International Union as discussed in Note 15. Effective June 1, 1994, the International Union ceased paying out-of-work benefits from the Defense Fund. In 1995, the General Executive Board approved the establishment of the Strike Benefit Assistance Program to provide assistance to members out of work as a result of a strike or lockout at a rate of \$55 per week, effective September 1, 1995. Benefits under this program are being paid from the General Fund.

Cash - Cash consists of money markets and demand deposit accounts.

**Inventory** - The International Union maintains an inventory of supplies for resale to local unions and individual members. Inventory is stated at cost which approximates the selling price of items held.

Investments - Investments are reported at their aggregate fair value. The fair value of investments in corporate stocks, corporate obligations, U.S. Government and Government Agency securities, Canadian Government securities and mutual funds are determined by quoted market prices. Temporary investments are valued at cost, which approximates fair value.

Fixed Assets - Fixed assets are carried at cost. Major additions are capitalized while replacements and repairs that do not improve or extend the lives of the respective assets are expensed. Depreciation and amortization expense is computed using the straight-line method over the following useful lives of the assets:

Building and improvements	6-50 years
Other real estate	20 years
Data processing equipment	9-10 years
Office equipment and capitalized software	5-10 years
Furniture and fixtures	6-10 years
Automobiles	3 years

## NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Canadian Currency - The International Union maintains checking and savings accounts in Canada as well as the United States. For financial statement purposes, all assets are expressed in U.S. dollar equivalents.

Canadian currencies included in the Consolidated Balance Sheet are translated at the exchange rates in effect on the last day of the year. Unrealized increases and decreases due to fluctuations in exchange rates are included in the Consolidated Statement of Activities.

Funds received and disbursed in Canada are stated in Canadian dollars without considering the exchange rate when reported in the revenue and expenses included in the Consolidated Statement of Activities. However, the increase in unrestricted net assets in the Consolidated Statement of Activities is adjusted to the U.S. dollar equivalent.

Use of Estimates in the Preparation of Financial Statements - The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

Financial Presentation - The International Union's financial statements present its net assets, revenues, expenses, gains and losses, classified between unrestricted, temporarily restricted, and permanently restricted based on the existence or absence of donor-imposed restrictions. For the years ended December 31, 1999 and 1998 all of the net assets and activities of the International Union were classified as unrestricted.

## NOTE 3. TAX STATUS

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The International Union is exempt from federal income taxes under Section 501(c)(5) of the Internal Revenue Code, except on any income derived from activities unrelated to its exempt purpose.

Income taxes on net earnings are payable by the Teamsters National Headquarters Building Corporation pursuant to the Internal Revenue Code. All operating costs of the Corporation are fully reimbursed by the International Union resulting in no net income or loss. Accordingly, no provision has been made for federal income taxes.

## NOTE 4. ACCOUNTS RECEIVABLE

Accounts receivable consist of the following at December 31:

	1999	1998
Accounts receivable:		
Per capita and initiation fees \$	6,885,897	\$ 6,972,275
Unsecured notes receivable	951,636	1,095,879
Unsecured loans receivable	1,469,346	1,516,846
Grants receivable	225,190	478,000
Trade receivables	473,480	785,777
Due from DRIVE Fund	12,459	6,275
Due from Retirement and Family		
Protection Plan	15,898	8,339
Due from Teamster Affiliates		
Pension Plan	11,265	2,514
	10,045,171	10,865,905
Less allowance for doubtful accounts	(1,369,346)	(1,369,346)
	\$ 8,675,825	\$ 9,496,559

## NOTE 5. UNINSURED CASH BALANCES

The International Union maintains its cash accounts primarily with banks located in Washington, D.C. The total cash balances are insured by the Federal Deposit Insurance Corporation up to \$100,000 per bank. The International Union has cash balances on deposit at December 31, 1999 that exceed the balance of FDIC insurance coverage by approximately \$1,255,973.

The International Union also maintains cash at a Canadian financial institution, which is insured up to \$60,000. As of December 31, 1999, the International Union's cash in the Canadian financial institution in excess of insurance coverage totaled approximately \$2,332,960 in Canadian dollars.

### NOTE 6. INVESTMENTS

The fair value and cost of investments held by the International Union is summarized below:

	Decemb	er 3	1, 1999	December 31, 1		r 31, 1998
General Fund	Fair Value		Cost		Fair Value	Cost
Commercial paper	\$ -	\$		\$	19,676,181	\$ 19,673,194
Common stock	12,745,386		11,994,156		370,279	150,018
Convertible bonds	1,047,031		1,042,125		-	-
Corporate bonds	11,870,679		12,067,600		505,625	499,328
Foreign obligations	1,804,322		1,805,282		655,134	655,207
Government agency						
securities	24,909,346		25,545,362		36,871,414	36,967,545
Mutual funds	954,688		921,253		263,707	263,138
Preferred stock	73,851		71,744		1	1
U.S. Treasury securities	6,524,834		6,649,502		1,062,970	998,498
	\$ 59,930,137	\$	60,097,024	\$	59,405,311	\$ 59,206,929
				_		

Investment income for the years ended December 31, 1999 and 1998 consisted of the following:

the following,						
		1999			1998	
	General Fund	Defense Fund	Total	General Fund	efense Fund	Total
Interest and dividends	\$ 4,066,344	\$ 2,603	\$ 4,068,947	\$ 4,045,467	\$ 2,297	\$ 4,047,764
Realized gain (loss) on sales	of					
investments Unrealized gair	(1,063,887)	-	(1,063,887)	116,751	- 2	116,751
(loss) on sale	S					
of investmen	its (811,750)	- 8	(811,750)	(454,813)	-	(454,813)
Service charge	s (48,465)	-	(48,465)	(16,501)		(16,501)
	\$ 2,142,242	\$ 2,603	\$ 2,144,845	\$ 3,690,904	\$ 2,297	\$ 3,693,201

## NOTE 7. INVESTMENTS IN FIRST TRUST NOTES

The International Union provided loans to affiliates for purchase or development of real estate. These loans are secured by the real estate and are carried at their unpaid principal balance less an allowance for uncollectable accounts.

The carrying value of the loans at December 31, 1999 and 1998 was \$4,148,269 and \$4,058,083, respectively.

## NOTE 8. FIXED ASSETS

Property and equipment held by the International Union consists of the following:

	1333	1330
Data processing equipment	\$ 12,812,088	\$ 14,328,539
Headquarters building	12,195,493	12,188,695
Equipment	4,678,736	3,851,541
Furniture and fixtures	2,561,168	2,375,399
Land - headquarters	794,117	794,117
Land - other location	-	104,000
Leasehold improvements	26,000	-
Automobiles	109,018	113,633
Computer software	1,699,009	1,184,982
	34,875,629	34,940,906
Less accumulated depreciation	(26,111,308)	(26,944,664)
Net fixed assets	\$ 8,764,321	\$ 7,996,242

Depreciation expense for the years ended December 31, 1999 and 1998 was \$872,948 and \$727,206, respectively.

## NOTE 9. THE TEAMSTER AFFILIATES PENSION PLAN

The Teamster Affiliates Pension Plan (the "Plan") provides defined benefits to eligible officers and employees of the International Union's affiliates. The International Brotherhood of Teamsters reports in accordance with Statement of Financial Accounting Standards Nos. 87 and 132, "Employer's Accounting for Pensions." Contributions to the Plan are made by the International Union based on the advice of consulting actuaries.

Effective October 31, 1994, the General Executive Board elected to curtail the Plan effective December 31, 1994, thus freezing benefits for most participants at the then accumulated level. Effective January 1, 1995, the Fund was amended to allow the affiliates to contribute on behalf of their employees. For those participants whose local unions are contributing, benefits have not been frozen.

In computing net periodic pension costs to be recognized for the years ended December 31, 1999 and 1998, the consulting actuary used the following assumptions:

## NOTE 9. THE TEAMSTER AFFILIATES PENSION PLAN (Continued)

	As of Janua	ry 1,
_	1999	1998
Discount rate	6.75%	7.00%
Rate of increase in future compensation	5.75	6.00
Long-term rate of return on fund assets	8.00	8.00
Inflation rate	4.50	4.50
The following to the first product and date	amount of the calls of the	strong is so fall

The information on benefits costs as determined by the actuary, is as follows:

	1999	1998	
Benefit cost (credit)	\$ (8,056,249)	\$ (5,426,320)	
Employer contributions	-	-	
Plan participants' contributions	-	-	
Ranafite paid	\$ 47 111 613	\$ 47 397 450	

In computing the funded status of the Plan as of December 31, 1999 and 1998, the consulting actuary used the following assumptions:

	As of Decemb	er 31,
	1999	1998
Discount rate	7.75%	6.75%
Rate of increase in future compensation	6.00	5.75
Long-term rate of return on fund assets	8.00	8.00
Inflation rate	4.50	4.50

The funded status of the Plan as of December 31, 1999 and 1998 as determined by the actuary, is as follows:

	1999	1998
Benefit obligation	\$(558,285,132)	\$(628,647,683)
Fair value of plan assets	707,800,554	670,370,957
Funded status	\$ 149,515,422	\$ 41,723,274

When the International Union first adopted SFAS No. 87 and 132, a net asset was established to the extent fund assets exceeded the projected benefit obligations. The transition asset is amortized over a 15-year period.

## NOTE 10. RETIREMENT AND FAMILY PROTECTION PLAN

The International Union is the sponsor of the Retirement and Family Protection Plan (Plan), a defined benefit plan that covers the employees of the International Union and the Teamsters National Headquarters Building Corporation (a wholly owned subsidiary). Substantially all of the employees participate in the Plan. Benefits provided by this Plan are determined based on years of service, level of compensation, and date of employment. The International Union pays the full cost of the Plan and annually determines the amount, if any, to contribute to the Retirement and Family Protection Plan based on the advice of consulting actuaries.

In computing net periodic pension costs to be recognized for the years ended December 31, 1999 and 1998, the consulting actuary used the following assumptions:

As of January 1.

)
follows:

In computing the funded status of the Plan as of December 31, 1999 and 1998, the

	As of December 31,		
	1999	1998	
Discount rate	7.75%	6.75%	
Rate of increase in future compensation	5.50	5.75	
Long-term rate of return on plan assets	8.00	8.00	
Inflation rate	4.50	4.50	

The funded status of the Plan as of December 31, 1999 and 1998 as determined by the actuary is as follows:

and decade () to do tonovo.	1999	1998
Benefit obligation	\$ (45,030,223)	\$ (59,298,863)
Fair value of plan assets	40,838,844	50,243,097
Funded status	\$ (4,191,379)	\$ (9,055,766)

## NOTE 11. TEAMSTERS NATIONAL 401(K) SAVING PLAN

In 1996, the International Union entered into a trust agreement to participate in the Teamsters National 401(k) Savings Plan. Beginning in April 1997, employees of the International Union who have completed 30 days of service may contribute to the plan

through payroll deductions. Participants may contribute up to 15% of their pretax salaries and an additional 5% of after-tax salaries. The International Union, as a Plan sponsor, does not contribute to the plan and assumes no liability for the Plan's administrative costs.

## **NOTE 12. RELATED ORGANIZATIONS**

The International Union has four related entities, which are a political and education fund (a separate, segregated fund of the International Union), two defined benefit pension plans, and a defined contribution plan.

Committee for Democratic Republican Independent Voter Education Teamster Affiliates Pension Plan Retirement and Family Protection Plan Teamsters National 401(k) Savings Plan

The financial activity of these four organizations is not included in the accompanying financial statements.

## **NOTE 13. POSTRET!REMENT BENEFITS**

The International Union also provides certain health and life insurance benefits for retired employees meeting the requirements of a normal pension or becoming disabled and receiving a disability pension. Spouses and dependent children of these retirees are also eligible to participate. In addition, certain spouses and dependent children of deceased active employees are eligible to participate in the plan.

In 1992, the International Union adopted Statement of Financial Accounting Standards No. 106, "Employer's Accounting for Postretirement Benefits Other Than Pensions." Under Statement No. 106, the cost of postretirement benefits other than pensions must be recognized on an accrual basis as employees perform services to earn the benefits. The International Union previously expensed the cost of these benefits as claims were incurred. Based on transition provisions of Statement No. 106, the accumulated postretirement benefit obligation at the date of adoption may be recognized as the cumulative effect of an accounting change in the period of the adoption or may be delayed and amortized over a period of up to 20 years as a component of net periodic postretirement benefit cost. The International Union elected to amortize the initial postretirement benefit obligation of \$32,188,200 over a period of 20 years.

In computing the net periodic postretirement costs for the years ended December 31, 1999 and 1998, the consulting actuary used the following assumptions:

As of January 1.

	1999	1998
Assumptions used to value the accumulated		-
postretirement benefit obligations:		
Health care cost trend (reducing by 0.50% per year to an		
ultimate rate of 5.00% and 4.50% for December 31, 1999		
and 1998, respectively, except for 1999, due to changes		
in assumptions by the consulting actuary)	9.00%	9.00%
Discount rate	6.75%	7.00%

In computing the funded status of the Plan as of December 31, 1999 and 1998, the consulting agency used the following assumptions:

As of December 31

	TIO OI DOOO!	100101
	1999	1998
Assumptions used to value the accumulated		
postretirement benefit obligations:		
Health care cost trend (reducing by 0.50% per year to an		
ultimate rate of 5.00% and 4.50% for December 31, 1999		
and 1998, respectively, except for 1999, due to changes		
in assumptions by the consulting actuary)	9.00%	9.00%
Discount rate	7.75%	6.75%
The funded status of the plan as of December 31, 1999 and 1998	as determine	d by

		1999	1998
Accumulated postretirement benefit obligation	\$	32,176,247	\$ 29,005,462
Plan assets at fair value Funded status	\$	32,176,247	\$ 29,005,462
Accrued postretirement healthcare benefit costs	\$	(28,976,257)	\$(25,391,157)
The net periodic postretirement benefits cost for the pla	an f	or the years	ended

December 31, 1999 and 1998, as determined by the actu	агу	, is as follow <b>1999</b>	S.	1998
Service cost	\$	1,449,498	\$	1,239,307
Interest cost		2,418,548		1,636,951
Amortization of gain		(556,278)		(1,022,917)
Amortization of transition obligation as elected over 20 year	rs	1,572,257		1,572,300
		4,884,025		3,425,641
Employer contributions		(1,298,925)		(963,417)
Postretirement health care benefits cost	\$	3,585,100	\$	2,462,224

## NOTE 14. ACCRUED LEAVE

the actuary, is as follows:

In compliance with Statement of Financial Accounting Standards (SFAS) No. 43, "Accounting for Compensated Absences," the International Union has established a liability of \$1,900,000 representing accumulated future absences of its employees

## **NOTE 14. ACCRUED LEAVE (Continued)**

through the years ended December 31, 1999 and 1998, which is included under "accounts payable and accrued expenses."

## **NOTE 15. LOANS PAYABLE**

The International Union received three \$5,000,000 loans in April 1994, each with an interest rate of 6.5%. Interest on the first two loans is payable monthly, beginning June 1, 1994. Monthly principal and interest installments of \$102,192 were due beginning September 1, 1994 through May 1, 1999. The loans are collateralized by the International Union's current and future accounts receivable. During 1999 the Union repaid the loans to the United Mineworkers and the United Autoworkers in full.

The loan balances were as follows:

	1999		1998
\$	3,500,000	\$	3,500,000
			502,761
	-		502,762
	975,000		975,000
\$_	4,475,000	\$	5,480,523
		\$ 3,500,000 - - 975,000	975,000

The loan payable to the AFL-CIO is not current at December 31, 1999. Principal of \$1,500,000 was forgiven and interest payments on the outstanding balance through February 28, 1996 were also waived. The International Union has requested the AFL-CIO to consider forgiving the remaining outstanding balance of the loan. In April 2000, the AFL-CIO forgave \$2 million of the total \$3.5 million outstanding, and is considering modification of the terms for repayment of the remaining balance.

Interest expense for the years ended December 31, 1999 and 1998 was \$243,899 and \$374,828, respectively.

## **NOTE 16. COMMITMENTS AND CONTINGENCIES**

The International Union is involved in litigation arising in the normal course of operations. Some of the litigation involves matters common to any organization of comparable size, including personnel, employment, contract, and trademark issues. None of this litigation involves any substantial potential liability on the part of the International Union.

Other litigation relates to the International Union's status as a labor organization. Much of this latter litigation is strategic, pursued by employers intent on pressuring the International Union with respect to its conduct as a bargaining representative pursuing better wages, hours and working conditions for the members of the International Union and its affiliates. Three cases in this category involve significant potential liability.

1) Still pending is claim filed by UPS for \$50 million regarding an alleged violation of the 1991-1996 UPS collective bargaining agreement. The International Union has rejected the claim without merit. The U.S. District Court for the District of Columbia has dismissed UPS's damage action under federal labor law principles. In 1995, UPS filed a grievance which an arbitrator dismissed based on UPS's failure to file in a timely manner. The arbitrator's decision is under reconsideration.

2) The Detroit Newspaper Agency (DNA) is currently seeking to have the International Union added as a defendant in a pending lawsuit against the local union involved in the Detroit Newspaper strike. The suit seeks as much as \$60 million damages from the current defendants which include two Teamsters local unions. The International Union vigorously opposes both the amendment to add it as a defendant at this late date and the merits of the claim.

3) The International Union is a defendant in a suit by Farmland Dairy seeking unspecified damages arising out of a strike by certain dairy locals. The maximum potential liability for the International Union is estimated at \$5 million. The International Union is vigorously defending this claim.

None of the other litigation in this category involves any substantial liability on the part of the International Union. It is not possible to predict whether any of the three specific suits will result in any liability on the part of the International Union or, if so, what that liability might be. Accordingly, no provision for any liability that may result upon final adjudication of any pending litigation has been made in the accompanying financial statements.

## **NOTE 17. FUNCTIONAL EXPENSES**

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The expenses incurred by International Union for the years ended December 31, 1999 and 1998, categorized on a functional basis, are as follows:

	1999	1998
Programs		
Research Education Training	.92%	.94%
Organizing	7.99	11.39
Out of Work Benefits	4.91	3.78
Financial Assistance to Affiliates	4.33	2.50
Legal and Litigation	12.83	15.95
Industry Trade Division and Relations	15.71	17.36
Government Affairs	4.04	2.97
Retiree Relations, Scholarships and Other	.34	.44
Communications, Magazine and Public Relations	6.42	5.52
Affiliation Fees	10.26	10.49
	67.75	71.34
Administration and Governance	41.55	34.87
Other—The Teamster Affiliates Pension Plan	(9.30)	(6.21)
	100.00%	100.00%

## NOTE 18. ROYALTY INCOME

The International Union has entered into a multi-year License Agreement and a List Use Agreement with the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) under which the AFL-CIO has obtained rights to use certain intangible property belonging to the International Union, including the right to use the name, logo, trademarks and membership lists of the Union, in exchange for specified royalty payments to be paid to the International Union by the AFL-CIO. In turn, the AFL-CIO has sub-licensed the right to use the International Union's intangible property to Household Bank of Nevada, N.A. (Household) for use by the bank in connection with its marketing of credit card and certain other financial products to members of the International Union.

On February 22, 1999, the terms of the AFL-CIO's License and List Use Agreements with Household were amended to provide for adjustments to the amounts of annual minimum royalty payments payable to the AFL-CIO during program years 3 through 5, annual minimum royalty payments for each subsequent program year, and adjustments to the set annual royalty rates applicable to program years 3 through 12. The AFL-CIO splits the royalty payments it receives with participating claims, including the International Union, based on each participating union's average revolving balances in the credit card program.

Under the original agreements, if cumulative royalty earnings (calculated based on the set annual royalty rates and the average revolving balances of union members enrolled in the program) were less than the cumulative royalty payments or advances received by the AFL-CIO, then that excess amount would be due to Household at the end of the term of the agreements. Similarly, if the advances paid to the International Union by the AFL-CIO exceeded the cumulative earnings of the International Union, then that amount would be due to the AFL-CIO at the end of the term of the agreements.

The amended agreements provide that if such a cumulative "overpayment" remains at the end of program year 12, the AFL-CIO has an option to extend the term of the agreement for three additional one-year periods and receive annual minimum royalty payments in each of those years. If there is still a cumulative "overpayment" at the end of the three-year extension, the AFL-CIO will not be obligated to repay such amount to Household.

The amended agreements also provide that the International Union will be obligated to repay any cumulative overpayment to the AFL-CIO if the agreements are terminated prior to the twelfth year of the contract or if the International Union chooses not to extend the term of the agreements for the additional three years referred to above.

The effect of these amendments will change how the International Union recognizes royalty revenue. Beginning in 1999, the International Union will no longer record a liability for advance royalty payments received from the AFL-CIO. Revenues will be recognized when royalty payments are received. At December 31, 1998, the International Union had a liability of \$1,710,718, all of which was recognized as revenue during the year ended December 31, 1999 due to the change in the agreements.

## **NOTE 19. LEASES**

The International Union leases office equipment, office space, and residential space. Monthly lease and maintenance payments are allocated to program expenses in the statement of activities. Lease obligations under non-cancelable operating leases are as follows:

Year ending December 31,	2000	\$ 321,363
	2001	318,610
	2002	314,930
	2003	309,777
	2004	175,322
		\$ 1,440,002

## NOTE 20. PUBLIC EMPLOYEE ASSISTANCE FUND

The International Union established the Public Employees Assistance Fund to be maintained as part of the International Union's General Fund in 1977. The International Union allocates one cent of the monthly per capita tax it receives to the Fund. Expenditures from the Fund are made for day-to-day activities of the Public Employees Division and for assistance to affiliates for organizing employees.

## REPORT LIII TO ALL MEMBERS OF THE INTERNATIONAL **BROTHERHOOD OF TEAMSTERS**

FROM: Independent Review Board Grant Crandall Frederick B. Lacey William H. Webster

DATED: June 30, 2000

## I. INTRODUCTION

This is the Independent Review Board's ("IRB") Fifty-third Report to you on its activities conducted pursuant to the Consent Order. In this Report, we will discuss matters that have recently come before us, including four new Investigative Reports and the status of pending charges about which we have previously informed you. The progress of these pending charges will be provided in future reports.

## II. NEW INVESTIGATIVE REPORTS

## A. ANTHONY EVARISTO AND MILTON WARREN - Local 239, East Meadow, New York

On June 13, 2000, the IRB issued an Investigative Report to Daniel Kane, Sr., Trustee of Local 239, concerning former business agents Anthony Evaristo and Milton Warren. The Investigative Report recommended that they be charged with bringing reproach upon the IBT by completing and submitting false Local business records, time allocation sheets. Evaristo and Warren, in ten and four instances respectively, falsely recorded that they had done Local 239 Pension Fund work on behalf of a company which in fact did not have a pension obligation under its contract with Local 239. These forms were used to calculate reimbursement of money over the course of a year to the Local from the Pension Fund for work allegedly done by them on behalf of the Pension Fund. In submitting these records, they falsified Local business records and embezzled from the Local's Pension Fund as the Fund paid money to the Local on the basis of these forms. Each did this in violation of his fiduciary obligation as a Trustee of the Pension Fund.

On June 21, 2000, counsel to Local 239 informed the IRB that Trustee Kane would file charges against Evaristo and Warren.

## B. ANTHONY MICELI - Local 239, East Meadow, New York

On June 13, 2000, the IRB issued an Investigative Report to Daniel Kane, Sr., Trustee of Local 239, concerning former Local 239 Principal Officer Anthony Miceli. The Report recommended that he be charged with bringing reproach upon the IBT by embezzling and unlawfully converting to his own use the funds of Local 239, by breaching his fiduciary duties to members and by violating the Local Bylaws. From on or about June 1, 1995 to January 31, 1999, as the Principal Officer of Local 239, he sought and received bonuses totaling \$8,100 in violation of the Local Bylaws and without the approval of the Executive Board or the members of Local 239. In this same period, he authorized bonuses to Local employees totaling \$20,085 and salary increases to five employees totaling \$14,580 in violation of Local Bylaws and without the approval of the Executive Board or the members of Local 239.

On June 21, 2000, counsel to Local 239 informed the IRB that Trustee Kane would file charges against Miceli.

## C. LAWRENCE P. BRENNAN, COLONEL W. MYERS, ROBERT F. HOLMES, JR., FRANK WALKER, RICHARD GREMAUD AND CHARLES ISOM - Local 337, Detroit, Michigan

On June 2, 2000, the IRB issued an Investigative Report to General President Hoffa concerning Local 337 President Lawrence P. Brennan, Secretary-Treasurer Colonel W. Myers, Vice President Robert F. Holmes, Jr., Recording Secretary Frank Walker, Trustee Richard Gremaud and Former Trustee Charles Isom. The Investigative Report recommended that each be charged with bringing reproach upon the IBT by applying moneys received by Local 337 by way of dues, assessment and other similar levies to promote the candidacy of the incumbent Local 337 officers' slate in the 1997 Local Officer Rerun Election.

The report alleged that each schemed to disguise this conduct through apparently legitimate bonuses and raises. They allegedly voted an in-lieu-of-salary-increase bonus, increased the annual Christmas bonus from the two and one-half weeks pay that had been awarded in previous years to five weeks pay, and authorized a salary increase of one hundred dollars a week. The second bonus and the Christmas bonus payments were made earlier than authorized, allegedly to replace the payments each made to finance the re-election campaign in the 1997 Local Officer Rerun Election.

On June 9, 2000, General Secretary-Treasurer Keegel notified the IRB that General President Hoffa recused himself from consideration of the charges and that Keegel filed the charges.

## D. JOINT COUNCIL 69 - Indianapolis, Indiana

On May 26, 2000, the IRB issued an Investigative Report to General President Hoffa recommending that Joint Council 69 be placed in trusteeship. The Joint Council is alleged to be a nonfunctioning entity which is used solely to launder money, siphoned from the members under the guise of a Joint Council per capita tax, into the Indiana Conference Severance and Retirement Plan ("the Plan"). The Plan provided severance and retirement benefits for full-time Local officers and business agents beyond that which the Locals provided. The benefits are unrelated to any work for the Joint Council or the Indiana Conference. The transfers into the Plan have no relation to any union purpose of the Joint Council.

In 1994, the Joint Council Executive Board devised a scheme to obtain members' money to fund additional benefits for themselves unrelated to any Joint Council purpose. Joint Council 69 imposed a per capita tax on the member Locals. This new tax was then transferred to the Plan. There was no disclosure to the individual Local members that the per capita payments the Locals formerly paid to the Central Conference of Teamsters were now being diverted to Joint Council 69, solely to fund an additional benefit to Local officers and business agents and not

for any purpose related to Joint Council operations.

From 1994 through December 1999, pursuant to this scheme, \$894,865 was transferred from the Locals to the Joint Council. The Joint Council ultimately transferred \$893,553 into the Plan. The Joint Council performed no union service or operation for the approximately \$900,000 it extracted from the members. The transfers were totally unrelated to any Joint Council business or goal. They were done solely for the individual benefit of its delegates.

On June 1, 2000, Mr. Hoffa appointed Dennis Hands of Joint Council 43 as his Personal Representative to Joint Council 69. By letter of June 5, 2000, Gary Witlen, Director of the Legal Department, advised the IRB that Mr. Hoffa appointed a threemember panel, a hearing was in the process of being scheduled,

and an emergency trusteeship appeared to be inappropriate. On June 20, 2000, Mr. Hoffa notified the IRB that the hearing was scheduled for July 10, 2000.

## III. STATUS OF PREVIOUS IRB CHARGES

## A. J. D. POTTER - Local 19, Grapevine, Texas

In past issues of the *Teamster* magazine, we informed you that Local 19 President J. D. Potter allegedly testified falsely about the source of a contribution made to the Hoffa Campaign, and also testified falsely to the Election Officer. On November 2, 1999, General President Hoffa issued his decision that the charges be dismissed. The IRB notified Mr. Hoffa that his decision was made without considering all the evidence. On March 16, 2000, the IBT informed the IRB that the statements made by Potter showed that the charges should be dismissed. The IRB determined that Mr. Hoffa's decision was not adequate and on April 6, 2000, notified Mr. Hoffa and Mr. Potter that it would conduct a hearing on the matter on June 12 and 13, 2000. On May 25, 2000, the IRB rescheduled the hearing for July 31, 2000.

## B. PASQUALE BAVARO, MARISA GIANNATTASIO AND DAVID BARONCELLI -Local 239, East Meadow, New York

In the last issue of the *Teamster* magazine, we informed you that Local 239 members Pasquale Bavaro, Marisa Giannattasio and David Baroncelli allegedly brought reproach upon the union and violated the oath of membership by engaging in a scheme to falsify Local 239's records. Bavaro allegedly engaged in a scheme with Giannattasio and Baroncelli to allow Giannattasio and Baroncelli to falsely maintain union membership. By falsely reporting that Giannattasio and Baroncelli were employed at Linco Electric and by regularly sending monthly dues from Linco for Giannattasio and Baroncelli to the Local as if they were Linco employees, each allegedly caused Local records falsely to list Giannattasio and Baroncelli as employees of Linco.

On May 15, 2000, Trustee Kane filed the charges. A hearing is scheduled for July 11, 2000, before an Article XIX appointed panel.

## C. ALBERT MILLER AND RALPH D'ANDRAIA - Local 239, East Meadow, New York

In the last issue of the *Teamster* magazine, we informed you that Local 239 members Albert Miller and Ralph D'Andraia allegedly brought reproach upon the union and violated the oath of membership by engaging in a scheme to falsify Local 239's records. Miller allegedly engaged in a scheme with D'Andraia to maintain false Local 239 records that allowed D'Andraia to maintain false union membership. By falsely reporting that D'Andraia was employed at Alray Car Parts Supply and regularly sending monthly dues and health and welfare contributions from Alray in D'Andraia's behalf to the Local, Miller allegedly allowed the Local records to falsely list D'Andraia as an employee of Alray.

On May 15, 2000, Trustee Kane filed the charges. A hearing is scheduled for July 11, 2000, before an Article XIX appointed panel.

## D. BERNARD TENNENBAUM, GARY SASS AND FAUSTO MALDONADO - Local 239, East Meadow, New York

In the last issue of the *Teamster* magazine, we informed you that Local 239 members Bernard Tennenbaum, Gary Sass and Fausto Maldonado allegedly brought reproach upon the union and violated the oath of membership by engaging in a scheme to falsify Local 239's records. Tennenbaum allegedly engaged in a

scheme with Sass and Maldonado to cause the creation and maintenance of false Local 239 records to allow Maldonado to falsely obtain union membership. Due to the false reporting that Maldonado was employed at Formacher Auto Electric and regular submission of dues and monthly contributions by Formacher in Maldonado's behalf to Local 239 and its Health and Welfare Fund, Local 239 records falsely listed Maldonado as a member.

In addition, Tennenbaum and Sass interfered with the performance of the union's contractual obligation by allegedly denying a full-time Formacher employee the right to Local membership and benefits as required under Formacher's contract with Local 239. By concealing the employee's employment at Formacher, Tennenbaum and Sass allegedly prevented the Local from enforcing the contract.

On May 15, 2000, Trustee Kane filed the charges. A hearing is scheduled for July 11, 2000, before an Article XIX appointed panel.

## E. CRAIG KIRCHNER - Local 247, Detroit, Michigan

In past issues of the *Teamster* magazine, we informed you that former Local 247 Vice President and Business Agent and current member Craig Kirchner allegedly brought reproach upon the IBT by accepting and keeping money from an employer in violation of federal law and by converting Local money when he failed to report the receipt of this payment and to forward the payment to the Local. Joint Council 43 notified the IRB that the charges were filed and a hearing was held on May 11, 2000.

## F. TERRENCE FREEMAN - Local 507, Cleveland, Ohio

We previously informed you that Local 507 member Terrence Freeman testified falsely before a federal grand jury and was convicted of the felony of perjury. He further testified falsely concerning his meeting in 1993 with an employer with regard to the upcoming 1993 Local Union election. After the IRB notified Joint Council 1 twice that its decisions were inadequate, the IRB held a hearing. The IRB issued its decision wherein Freeman was found guilty as charged and was suspended for three years, less the twenty-month suspension already served. During the remaining sixteen months of his suspension, Freeman may not obtain employment, consulting or other work, from the IBT or any IBT-affiliated entity. If he desires, he may maintain his membership in the IBT; but Freeman may not participate in any affairs of the Local Union. On June 13, 2000, Judge Edelstein affirmed the IRB decision.

## G. JOSEPH ALIGO - Local 707, Hempstead, New York

We previously informed you that Local 707 member Joseph Aligo was charged with knowingly associating with Michael Sciarra, an organized crime figure, who was enjoined from participating in union affairs. The IRB held a hearing on Aligo and found him guilty as charged. The IRB issued its decision wherein Aligo is permanently barred from the IBT. On June 13, 2000, Judge Edelstein affirmed the IRB decision.

## H.HAROLD BRANCHE - Local 771, Lancaster,

Pennsylvania

In past issues of the *Teamster* magazine, we informed you that Local 771 member Harold Branche allegedly brought reproach upon the IBT, embezzled money from Local 771 and violated his fiduciary responsibility to the members by causing

payments to be made to himself and another member without approval and disclosure to the Local's Executive Board and members. Branche signed an agreement wherein he agreed to serve a suspension from membership in the IBT and Local 771 for five years and to repay \$4,379.39 to Local 771. The IRB has the agreement and repayment document under review.

## I. IVAN CERINA AND ALBERT DESTEFANO -Local 806, Garden City, New York

In past issues of the *Teamster* magazine, we informed you that Local 806 members Ivan Cerina and Albert DeStefano allegedly brought reproach upon the IBT by willfully and without justification refusing to appear for their sworn in-person examinations. Trustee Joel LeFevre filed the charges, General President Hoffa appointed a hearing panel, and a hearing was held on May 10, 2000.

On June 21, 2000, General President Hoffa issued his decision on DeStefano wherein he permanently barred DeStefano from Local 806 and the IBT. On June 20, 2000, hearing panel chairman Ernie Soehl notified the IRB that Cerina now wishes to cooperate with the IRB. The IRB has the matter under consideration.

## J. DONALD CALAGNA - Local 806, Garden City, New York

In past issues of the *Teamster* magazine, we informed you that former Local 806 Secretary-Treasurer and current member Donald Calagna allegedly brought reproach upon the IBT by seeking and receiving salary increases and bonuses totaling more than \$69,000 in the absence of approved Bylaws and without the approval of the members of Local 806. Trustee Joel LeFevre filed the charges, General President Hoffa appointed a hearing panel, and a hearing was held on May 10, 2000. In his decision of June 28, 2000, Mr. Hoffa suspended Calagna from membership in the IBT for three years. During this time, Calagna shall not be eligible to serve in any capacity, including as an employee or consultant, by the IBT or any IBT affiliate. The IRB has the decision under consideration.

## K. LOUIS SMITH AND LARRY STEIN - Local 810, New York, New York

We have previously informed you that President Louis Smith and former member Larry Stein allegedly brought reproach upon the IBT when Smith entered into a sham collective bargaining agreement with a company where the only member, Stein, was the owner of the company. Stein maintained a sham membership in the IBT. In its decision of February 7, 2000, the Local 810 Executive Board concluded that the evidence did not sustain the charges against Smith and Stein.

On April 10, 2000, the IRB notified the Local 810 Executive Board that the hearing panel failed to timely address the issue of panel chairman Steven Gilman's involvement in the matter and that the IRB would conduct a hearing on the charges if no timely action was taken. In its decision of April 27, 2000, the Local 810 hearing panel concluded that it would take no further action. The IRB found the decision inadequate.

On May 16, 2000, Smith agreed to a suspension from all offices that he currently held and from receiving any salary, compensation or benefit fund contributions of any kind from Local 810 and IBT entities for thirty days. Judge Edelstein approved the agreement on June 14, 2000. The IRB held a hearing on Stein on May 22, 2000, and has the matter under consideration.

## L. BRUCE KAPP - Local 813, New York, New York In past issues of the *Teamster* magazine, we informed you that

former Local 813 member Bruce Kapp allegedly brought reproach upon the IBT by defrauding and causing harm to another member. Kapp received a \$100 payment from the member's company by falsely representing he was selling a raffle ticket. Also, Kapp allegedly allowed at least eight employers to maintain sham memberships by entering into sham collective bargaining agreements which permitted the employers to fraudulently obtain membership in Local 1034 even though each was a company owner ineligible for membership in the IBT. Lastly, Kapp allegedly entered into three additional written contracts that described conditions of employment not applicable to these members because they owned the companies. Kapp thereby impaired the Local's obligation under New York law to keep accurate records.

Trustee Eugene Maney filed the charges and an Article XIX hearing panel held a hearing. On March 31, 2000, General President Hoffa issued his decision that Kapp be permanently barred from the IBT. On May 9, 2000, the IRB notified Mr. Hoffa that his decision was not inadequate.

## M. LARRY PLOTNICK - Local 815, Englewood Cliffs, New Jersey

In past issues of the *Teamster* magazine, we informed you that Local 815 President Larry Plotnick allegedly breached his fiduciary duties to the members by embezzling Local funds of at least \$49,188 and by creating false records which were submitted to the Local for reimbursement in violation of Federal law. On March 31, 2000, Plotnick signed an agreement wherein he agreed to be permanently barred from the IBT and to pay restitution to Local 815. Judge Edelstein approved the agreement on June 14, 2000.

## N.BASIL McDONALD - Local 815, Englewood Cliffs, New Jersey

In past issues of the *Teamster* magazine, we informed you that former Local 815 Trustee and Business Agent Basil McDonald allegedly brought reproach upon the IBT by allowing company owners fraudulently to maintain membership in Local 815 in violation of the IBT Constitution and the terms of the collective bargaining agreements. McDonald signed an agreement wherein he agreed not to hold membership in the IBT or any position with Local 815 or any IBT-affiliated entity, whether paid or unpaid, for three years. On June 20, 2000, the IRB forwarded the agreement to Judge Edelstein for approval.

## O.BENJAMIN CAMADECO - Local 815, Englewood Cliffs, New Jersey

In past issues of the *Teamster* magazine, we informed you that former Local 815 Secretary-Treasurer Benjamin Camadeco allegedly breached his fiduciary duties to the members and engaged in a scheme by which he and President Larry Plotnick embezzled at least \$104,982 from Local 815. Camadeco allegedly approved Larry Plotnick's meal expenses and failed to reasonably inquire into the suspicious circumstances surrounding those expenses. Camadeco also allegedly caused Local 815 to fail to maintain required records and to have false records in violation of its legal obligations. On April 5, 2000, Camadeco signed an agreement wherein he agreed to be permanently barred from the IBT and to pay restitution to Local 815. Judge Edelstein approved the agreement on June 14, 2000.

## P. THOMAS R. O'DONNELL - Local 817, Lake Success, New York

In past issues of the *Teamster* magazine, we informed you that Local 817 President Thomas R. O'Donnell was charged

with bringing reproach upon the IBT by intentionally filing reports with the Election Officer which omitted payments to Kevin Currie for his services as campaign coordinator. After the IRB twice found Secretary-Treasurer Keegel's decisions inadequate, the IRB held a hearing on May 22, 2000. The IRB has the matter under consideration.

Q.EDWARD J. MIRELES AND PAUL J. ROA - Local 952, Orange, California

We have previously informed you that Local 952 Secretary-Treasurer Edward J. Mireles and Business Agent Paul Roa were charged with requiring business agents to fail to make a month's dues payment in a timely manner, thereby making them ineligible to run for office in a Local Union officer election. Mr. Mireles was also charged with testifying falsely about the matter and encouraging the Local officers and employees to lie to the IRB. We also informed you that General President Hoffa found Roa not guilty of the charge and the General Executive Board found Mireles guilty of the charges and suspended him for three years. When told that their decisions were inadequate, the General Executive Board and Mr. Hoffa notified the IRB that the decisions would stand as previously stated. The IRB found the decisions inadequate and conducted a hearing on April 17 and 18, 2000. The IRB has the matter under consideration.

### IV. TOLL-FREE HOTLINE

Since our last report to you, the hotline has received approximately 125 calls reporting alleged improprieties. As in the past, all calls which appeared to fall within IRB jurisdiction were referred for investigation. Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

Continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (1-800-225-5472). If you are calling from within Washington, D.C., dial 434-8085. The IRB facsimile number is 202-434-8084.

### V. CONCLUSION

As always, our task is to insure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities. If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline noted above or you may write to either the IRB Chief Investigator or the IRB office:

Charles M. Carberry, Chief Investigator 17 Battery Place, Suite 331 New York, NY 10004

Independent Review Board 444 North Capitol Street, NW Suite 528 Washington, DC 20001 UNITED STATES DISTRICT COURT
SOUTHERN DISTRICT OF NEW YORK
MEMORANDUM & ORDER
88 CIV. 4486 (DNE)
UNITED STATES OF AMERICA,
Plaintiffs,
-v-

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, et al.,
Defendants.

EDELSTEIN, DISTRICT JUDGE:

WHEREAS on May 24, 1999, the Independent Review Board ("IRB") issued an Investigative Report and forwarded it to the General Executive Board of the International Brotherhood of Teamsters ("IBT") recommending charges against Local 707 member Joseph Aligo ("Aligo") for bringing reproach upon the IBT by knowingly associating with a member of organized crime, in violation of Article II, Section 2(a) and Article XIX, Section 7(b)(1), (2) and (9) of the IBT Constitution; and

WHEREAS by letter dated May 27, 1999, James P. Hoffa, General President of the IBT, advised the IRB he had adopted and filed the recommended charges against Aligo and that the charges were referred back to the IRB for adjudication; and

WHEREAS on June 8, 1999, at the direction of the IRB, John J. Cronin, Jr. ("Cronin"), the IRB administrator, notified Aligo, by UPS overnight letter, that a hearing was scheduled for Thursday, July 8, 1999, at 10:00 a.m., at the offices of the IRB, located at 444 North Capitol Street, N.W., Suite 528, Washington, D.C., and also gave Aligo the opportunity, in the alternative, to have the hearing in New York City, if he were to reply within five days stating his preference; and

WHEREAS by fax on June 14, 1999, Aligo requested that

the IRB conduct his hearing in New York City; and

WHEREAS on June 17, 1999, at the direction of the IRB, Cronin informed Aligo, by UPS overnight letter, that the hearing was rescheduled for August 3, 1999, at 10:00 a.m., at the law offices of LeBoeuf, Lamb, Green & MacRae, 125 West 55th Street, 19th Floor, New York, NY; and

WHEREAS on August 3, 1999, the noticed hearing went forward before the IRB and Aligo did not attend, did not submit any papers in his behalf, and was not represented at the hearing; and

WHEREAS on October 29, 1999, the IRB issued an opinion based on evidence, including the FBI's expert opinion that Michael Sciarra ("Sciarra") is a member of the New Jersey La Cosa Nostra and Aligo's sworn testimony taken April 14, 1999 in which he admitted (1) to purposeful contact with Sciarra; (2) to knowing of Sciarra's ban from the union; and (3) to knowing that he could not associate with Sciarra if he ran for office; and

WHEREAS the IRB also found that Aligo's alleged disavowal of knowing the reason for Sciarra's ban from the union was untenable based on (1) the numerous metropolitan area newspaper and national magazine articles that consistently reported Sciarra's ties to organized crime and (2) the length and nature of Aligo's and Sciarra's relationship from which Aligo's knowledge of Sciarra's organized crime ties can be inferred; and

WHEREAS by letter dated November 4, 1999, this Court

offered Aligo the opportunity to submit written objections to Application LXXIII by November 19, 1999 at 5:00 p.m.; and

WHEREAS on November 15, 1999, this Court received a letter from Aligo, objecting to Application LXXIII; and

WHEREAS on December 3, 1999, this Court received a letter from the Government asking this Court to grant Application LXXIII; and

WHEREAS the findings of the IRB are accorded "great deference"; and

WHEREAS having reviewed the IRB's October 29, 1999 Opinion and Decision and all accompanying exhibits, including Aligo's own testimony, this Court finds that the charge against Aligo has been proven by a preponderance of the evidence; and

WHEREAS having reviewed Aligo's letter this Court finds that the letter presents no reason to question the findings of the IRB; and

WHEREAS having reviewed the sanctions imposed by the IRB, this Court finds that the sanctions are proportionate to the severity of the misconduct of which Aligo is guilty; and

WHEREAS accordingly, this Court finds that Application

LXXIII of the IRB should be granted;

IT IS HEREBY ORDERED THAT Application LXXIII of the Independent Review Board regarding the charges and sanctions imposed against Joseph Aligo is GRANTED. SO ORDERED.

DATED: New York, New York June 13, 2000

U.S.D.J.

UNITED STATES DISTRICT COURT
SOUTHERN DISTRICT OF NEW YORK
MEMORANDUM & ORDER
88 CIV. 4486 (DNE)
UNITED STATES OF AMERICA,
Plaintiffs,

-V-

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, et al., Defendants.

**EDELSTEIN, DISTRICT JUDGE:** 

WHEREAS on October 13, 1998, the Independent Review Board ("IRB") issued an Investigative Report and forwarded it to Gary M. Tiboni ("Tiboni"), President of Joint Council No. 1, recommending two charges against Local 507 member and Secretary-Treasurer Terrence Freeman ("Freeman"): (a) bringing reproach upon the International Brotherhood of Teamsters ("IBT") by testifying falsely before a federal grand jury, in violation of Article II, Section 2(a) and Article XIX, Section 7(b)(1) and (2) of the IBT Constitution, ("first charge"), and (b) testifying falsely during his sworn examination of June 18, 1998 by the IRB, in violation of Article II, Section 2(a), Article XIX, Section 7(b)(1), and Section 14(i) of the IBT Constitution ("second charge"); and

WHEREAS by letter dated November 25, 1998, Tiboni

advised the IRB that he had filed charges against Freeman, and by letter dated January 4, 1999, the Executive Board of Joint Council No. 1 ("Executive Board") forwarded to the IRB its Panel Report and Recommendations ("January 4 Report") concluding that the charges against Freeman should be dismissed; and

WHEREAS by letter dated March 8, 1999, the IRB informed the Executive Board that its decision was unlawful, not responsibly decided, and inadequate under the circumstances, and directed it to set forth in writing, within ten days, any actions it had taken or would take to correct the defect; and

WHEREAS on March 18, 1999, the Executive Board issued a modified report, (1) vacating the January 4 decision, (2) finding against Freeman as to both charges, (3) suspending Freeman from office for twenty-four months, with credit for roughly twenty months he had voluntarily taken unpaid leave from September 17, 1997 until June 3, 1999, for the first charge, and (4) suspending Freeman for life from office and membership for the second charge; and

WHEREAS by letter dated April 15, 1999, the IRB notified Tiboni that the amended decision was inadequate; and

WHEREAS on April 15, 1999, at the direction of the IRB, John J. Cronin, Jr. ("Cronin"), the IRB administrator, notified Freeman, by UPS overnight letter, that a de novo hearing was scheduled for May 14, 1999, at 10:00 a.m., at the offices of the IRB, located at 444 North Capitol Street, N.W., Suite 528, Washington, D.C., and also gave Freeman the opportunity, in the alternative, to have the hearing in Cleveland, Ohio, if he were to reply within five days stating his preference; and

WHEREAS on May 19, 1999, by UPS overnight letter, Cronin confirmed Freeman's request of April 19, 1999 and rescheduled the hearing for July 8, 1999, at 10:00 a.m., at the law offices of Jones, Day, Reavis & Pogue, North Point, 901 Lakeside Avenue, Cleveland, Ohio; and

WHEREAS on July 8, 1999, the noticed hearing went forward before the IRB and Freeman did not contest the charges; and

WHEREAS at the hearing, the IRB reviewed evidence establishing that Freeman testified falsely before a federal grand jury and in his sworn examination before the IRB, as well as evidence of a number of mitigating factors, including Freeman's self-imposed suspension, his expressions of remorsefulness, that he was not effectively represented by counsel at the time he committed the perjury, and the nature of the offense; and

WHEREAS by Opinion and Decision dated January 31, 2000, having considered the evidence and post-hearing submissions, the IRB found the charges against Freeman were proved and imposed a three-year suspension, less the twenty-month suspension he had already served; and

WHEREAS by letter dated February 18, 2000, this Court offered Freeman the opportunity to submit written objections to Application LXXVIII by March 8, 2000 at 5:00 p.m.; and

WHEREAS Freeman never submitted any objections to

Application LXXVIII to this Court; and

WHEREAS by letter dated March 3, 2000, the Government requested that the matter be remanded to the IRB, based on the allegations that (1) Freeman did not adhere to his self-imposed suspension when he ran for reelection to the position of Secretary-Treasurer in November 1999 and subsequently accepted appointment by Local 507 as a business agent, and (2) the IRB did not consider fully the extent of the harm to the Union that resulted from Freeman's perjury; and

WHEREAS, through counsel, by letter dated March 6, 2000, Freeman informed this Court that the Government had erred in its description of the length of his self-imposed suspension, and that Freeman had informed the IRB of his intention to return to union office, subject to any objection of the IRB, see Letter from Joyce Goldstein, Attorney for Freeman, to Honorable David N. Edelstein of March 6, 2000, at Exhibs. A and B; and

WHEREAS the IRB did not raise any objections to Freeman's

stated intention to return to union office; and

WHEREAS in its January 31, 2000 Opinion and Decision the IRB fully considered the perjury charges against Freeman, the harm he caused, and his subsequent behavior; and

WHEREAS having reviewed the IRB's January 31, 2000 Opinion and Decision and all accompanying exhibits, this Court finds that the charge against Freeman has been proven by a preponderance of the evidence; and

WHEREAS having reviewed the sanctions imposed by the IRB, this Court finds that the sanctions are proportionate to the severity of the misconduct of which Freeman is guilty; and

WHEREAS accordingly, this Court finds that Application

LXXVIII of the IRB should be granted;

IT IS HEREBY ORDERED THAT Application LXXVIII of the Independent Review Board regarding the charges and sanctions imposed against Terrence Freeman is GRANTED. SO ORDERED.

DATED: New York, New York June 13, 2000

U.S.D.J.

### REPORT OF THE ELECTION ADMINISTRATOR

# NOTICE OF FINAL RULES TRAINING MEETING AND DEADLINE FOR SUBMISSION OF LOCAL UNION PLANS

Pursuant to the 2001 IBT Election Agreement, the parties to the Consent Decree have selected an Election Administrator to administer the upcoming 2000-2001 IBT International Union Delegate and Officer Election. The Election Administrator is charged with the responsibility of ensuring that the 2001 IBT elections, including all delegate elections, are free, fair, democratic and informed. The Election Administrator is William A. Wertheimer, Jr. The address is:

Office of the Election Administrator for the International Brotherhood of Teamsters c/o The International Brotherhood of Teamsters 25 Louisiana Ave., N.W.
Washington, D.C. 20001
202/624-8710
1-800-565-VOTE
Facsimile: 202/624-8711

We have set up temporary offices at 25 Louisiana Ave., N.W., but will move to a new location in Washington, D.C. in September or October 2000. The toll free number,

1-800-565-VOTE will remain the same. We will update you with our new address in the next issue of this magazine.

We have scheduled rules training meetings in the United States and Canada to provide local officials and members with training and education about the delegate election process. Each IBT local must send a representative to one of the training meetings. There is only one remaining meeting. It will be held:

Las Vegas, NV Wednesday, September 20th Bally's Las Vegas 10 a.m. to 1 p.m. 3645 Las Vegas Boulevard South Las Vegas, Nevada 89109 (702) 739-4111 (800) 634-3434

Each local union must submit a proposed Local Union Plan for approval by the Election Administrator. The Local Union Plan sets forth detailed information as to how the local will conduct its nominations and elections for delegates and alternate delegates to the 2001 IBT International Convention. Local unions must submit their proposed Local Union Plans to the Election Administrator on or before 30 September 2000. The Election Administrator will conduct the nominations and election at the local's expense of any local that does not timely submit a proposed Local Union Plan.

A HOT AFTERNOON ON JULY 24, TONGU-LA GIVENS HAD JUST COMPLETED HER LAST TRIPLE JUMP AT THE OLYMPIC TRIALS IN SACRAMENTO, CALIFORNIA.

On her final jump she flew 42'11 3/4" - just shy of qualifying for the Olympics in Sydney, Australia. But that isn't stopping her.

"I'm already training for 2004," Givens said. "Going to the Olympics is my dream, and I will get there." she is now settled in and training with her college coach.

"It's always great whenever you can help someone pursue an Olympic dream," said Claude Gray, a Local 391 business agent. "As a Teamster and an American, I want to see her compete at the Olympic Trials, and that's why we worked so hard to get her transferred to train with her coach."

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### **No Stranger to Hard Work**

Givens is a world-class athlete from Missouri Southern State University and an eight-time All-American in the triple jump. She is also a UPS Teamster and a member of ATAP, or the Athletes Training Assistance Program. You have probably seen Tongula and not realized it. She is featured on the cover of UPS' Next Day Air envelopes.

Givens embodies the pride and strength of the Teamsters when she prepares for her sport. For the past two years, she has worked as a part-time small package sorter and an early a.m. driver in Raleigh, North Carolina and now does the same in Joplin, Missouri. Nearly every day after a long day on the practice track, she heads to work.

"I really don't think twice about going to work after finishing my event," says Givens, a two-year Teamster and member of Local 823 in Missouri. "My coach depends on me to be prepared mentally and physically, and my fellow Teamsters at UPS also expect me to be prepared to do a good job."

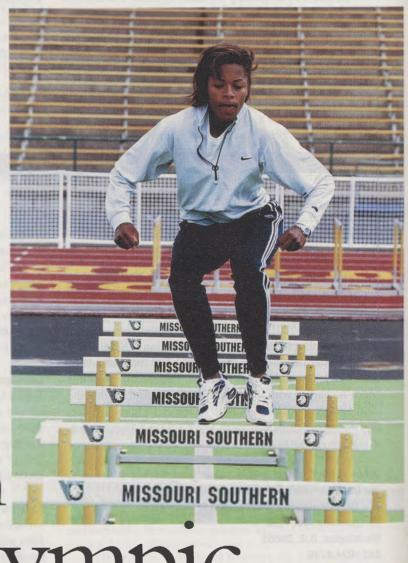
### **A Bumpy Road**

The triple jump is one of the most difficult athletic events to master in track and field. It requires timing, strength, speed and agility — all working together simultaneously.

"Balancing work and competition has never been an easy road," Givens said. "I equate these challenges to learning the triple jump. Initially it was an awkward sport to learn and it wasn't very popular. With practice it became easier."

Leaders at Local 391 helped make Tongula's road a little smoother in February when they urged UPS to grant her a transfer from Local 391 to Local 823

in Missouri. Despite some bureaucratic red tape at UPS which resulted in the slow carry over of Tongula's benefits,



Teamsters Support Employee-Athlete for Olympic Games

### **Great Women's Conference!**

I want to thank the entire International for the wonderful Women's Conference I recently attended in Las Vegas.

The conference was so much more than I had expected and certainly inspired me to have more of a voice and participation in the projects that my local is currently involved with mainly the Overnite situation. I am the steward for the Yellow Freight office in Dallas, Texas at Local 745. We currently have 33 people on our roster and I had never pursued membership into the Women's Caucus until now. I have always believed that the caucuses weakened the International Teamsters as a whole but since the convention I feel it is a positive way to let the women's voice and organizational skills be useful

There was so much energy and information at the convention I was amazed and completely satisfied. I look forward to future conferences and all the information I came away with.

Scherry Armstrong Local Union 745 Dallas, Texas

### In Need of Prescription Coverage

Five years ago, I was able to take an early retirement with an ample pension. At that time, my health and welfare benefits cost me \$143 a month and paid 85 percent after a \$250 deductible. This plan also included vision and dental care.

Last December, I received a letter telling me that that my monthly contribution, would be increasing nearly 60 percent. And to further rub salt in an open wound, at the same time, we would be losing our vision and dental benefits.

The excuse given for this was the everincreasing cost of prescription drugs.

I can't help wondering if, sometime in the future, I'll be getting a letter from Prudential, who administers and issues my monthly annuity checks stating, "We're sorry, Mr. Elias, but due to (whatever) we have run out of money and will no longer be sending you your monthly checks."

James M. Elias, retired Local Union 206 Eugene, Oregon

### **Keep the Pressure on UPS**

As an eighteen-year part-time veteran of UPS, I was finally given a full-time combination job under our 2,000 jobs per year contract. Because UPS lied to us during contract negotiations, never intending to create these jobs in the first place, it took strong Union efforts and the intervention of a federal arbitrator ordering the creation of the jobs.

While we now have our 2,000 jobs for this year, if we do not continue to fight vigilantly for our rights, UPS will continue to lie to us, to cheat us, and to steal from us if we let them get away with it.

William Newhouse Local Union 186 Newbury Park, California

### Pleased with the Financial Outlook

Having recently received a copy of the financial reports for the International, I was very pleased to note that the finances for the union have finally reversed its downward course.

It should be realized that while the assets (both total and net) for the International are not very large overall. It is a step in the right direction. The International has a long road to haul, to return the financial stability and previous richness prior to 1991.

With this in mind, I commend Secretary-Treasurer Keegel and the Executive Board on a job well done (but, not a job that's not over).

In conclusion, I would like to insert a personal comment. When I became a Teamster in 1962, Hoffa was President; when I retired as of January 1, 1999, there was a Hoffa as President. The cycle can be seen with two generations of Hoffa's as President of the International Union.

Thomas F. Dombroski, retired Local Union 299 Detroit, Michigan

### **Proud to be a Teamster Flight Attendant**

I would like to thank Billie Davenport and the negotiating committee for their superb efforts. You have accomplished the impossible. We now have a contract that is industry standard and in many case, above industry. You have completed the impossible task of dancing with the DEVIL and won! You will always have some who will criticize the new contract, but I believe the majority of Teamsters are for it.

Proud to be a Teamster.

Joanne Cook
Local Union 2000

### **Union Solidarity**

I write to express my respectful but very strong disagreement with brother David Edward Smith of Local 743 that the United States Postal Service (USPS) should eventually be privatized. Privatization is simply a form of union busting and a way for corporations to line their pockets at public expense. It also undermines our democracy by giving control of public services to private, corporate interests.

In the same sentence as Brother Smith advocates privatization of the postal service, he says it should be unionized. It's already unionized, and that is another reason to be opposed to postal privatization: union solidarity. We should not divide our labor movement by supporting a scheme that would destroy other unions that supported us in our struggles.

There are thousands of us Teamsters who are public employees, and any privatization of a major public service will add momentum to a bandwagon which threatens our jobs and our union.

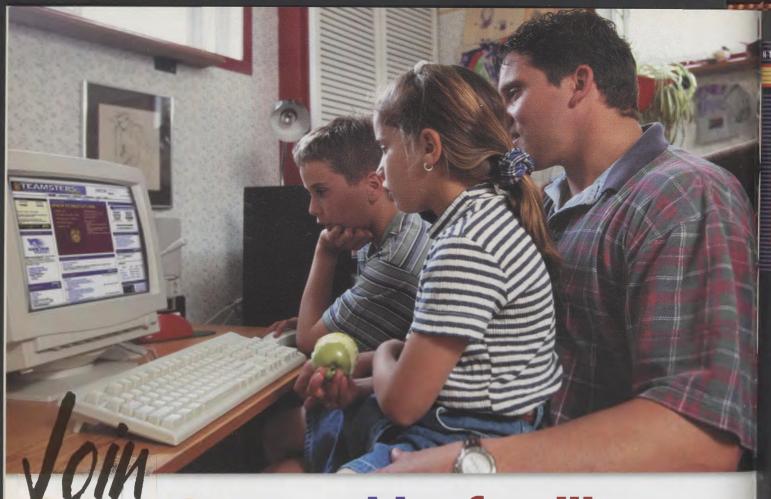
Erik Jensen Local Union 320 Minneapolis, Minnesota

### Fighting the Good Fight

My hat goes of to Mr. Lufulabo (Teamsters Fight Racist Firing, July 2000) for his concern for the students he has on his bus. We need more school bus drivers like him - drivers who care about their passengers. Maybe the child's mother should put the shoe on the other foot.

Irvin Peter, retired Local Union 974 Fridley, Minnesota

"Speaking Out" is the letters-to-the-editor section of the Teamster magazine. Send letters to 25 Louisiana Ave., NW, Washington, DC 20001 or feedback@teamster.org. Letters may be shortened due to space limitations. Please include your Teamster local number when you write.



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OCTOBER | NOVEMBER 2000



# GORE IN 2000

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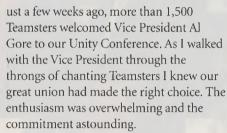






MESSAGE FROM THE GENERAL PRESIDENT

### Stand Up and Be Counted



The upcoming election is far more than a contest of personalities and sound bites. The short time you spend at the polls will determine our nation's future for the next four years and beyond. It is not a decision to take lightly.

### The Long and Winding Road

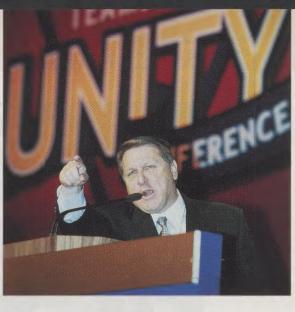
The Teamsters decision to endorse came after a long journey. There was no rush to judgment. We confronted our differences with each candidate head on. Over the course of the year, the General Executive Board interviewed nearly every presidential candidate from Ralph Nader to Orrin Hatch and from Al Gore to George Bush. Our Government Affairs department conducted thorough and extensive polling that included phone polls of the leadership and a straw poll of the membership through this magazine.

The results that came back were decisive and overwhelming. Al Gore was the clear choice, and on September 7, the General Executive Board voted unanimously to endorse Al Gore for President of the United States.

### **A Decision that Affects the Details**

The election of a president is a decision that affects our families, jobs and communities for years to come.

It is our duty to support a candidate who believes that health insurance is vital to families; who backs family — and worker — friendly legislation, and who will fight to



assure that no American family lives below the poverty line. It is our duty to support a candidate who will appoint labor-friendly representatives to leadership positions and the courts, especially the National Labor Relations Board, whose decisions in future labor disputes could someday make the difference in keeping your job. For example, a recent NLRB ruling that Associated Wholesale Grocers officials bargained in bad faith with more than 1,200 Teamsters in Springfield, Missouri, and Kansas City, Kansas, ultimately forced AWG to approve a contract with better pay and benefits for workers who had been locked out of their jobs for two months.

With an anti-worker administration, that might not have happened.

Al Gore is committed to standing up for working families.

### **Exercise Your Rights**

As Election Day approaches, we hope you will evaluate your state and local candidates with similar scrutiny. Ask yourself what effect the candidate will have on your family, job and community? This is a fair question for candidates from any party or background.

I extend my gratitude to all members who took the time to share their thoughts about the presidential election. It is their input that confirmed our need to stand up and be counted as this nation chooses its next leader.

Come November 7, I urge you to go to the polls to cast your ballot on behalf of working families in this country. Help send the signal that Teamsters' voices will be heard in the new millennium.

Fraternally,

James P. Hoffer



# High on Hillary

**New York Teamsters Stand Up for Clinton** 

ore than 500 New York Teamsters packed Local 282's parking lot in a "get out the vote" rally for senatorial candidate Hillary Clinton.

"Hillary Clinton stands up for the working people of New York," said Gary LaBarbera, Trustee of Local 282. "And when politicians stand up for working people, the Teamsters stand up for them."

Clinton has been outspoken in her commitment to protecting Davis-Bacon and to local school construction. Both issues are important to the 3,400 Local 282 members who work in the construction industry.

The "Hillary" rally happened on the same day that the Teamster General Executive Board voted unanimously to endorse Al Gore for U.S. President (see story page 8).

### Concrete Contract

**Chicago Drivers Settle Strike, Improve Wages** 

embers of Teamsters Local 786 voted overwhelmingly to approve a new five-year contract.

The 1,200 members, who work for Chicago-area ready-mix concrete companies, approved a contract that increases hourly wages by \$6.50 an hour over five years. The contract also entitles retiring drivers with a minimum of 15 years service a lump-sum payment of \$1,000 for each year

on the job in addition to their pension.

"These were not easy negotiations," said Terry Hancock, an International Representative who helped in the negotiations. "But our Teamster resolve won these drivers a good contract."



### Labor Day: It's More than the End of Summer

AN EDITORIAL BY LOCAL 541'S CHASTITY YOUNG

abor Day 2000 has come and gone and I wonder what went with it. While each year Labor Day is said to honor the American worker, it more commonly is accepted as the last hurrah of summer - a day to spend with family and friends, barbecuing and drinking beer in somebody's back yard. It's also seen as a day to dread, one where we have to start wearing winter coats again and the kids have to go back to school.

But considering our country's ongoing battles with unemployment, homelessness, welfare reform, the outrageous cost of prescription drugs and quality healthcare, I wonder how many people Labor Day really honors anymore.

Maybe on Labor Day, non-union workers should see the difference in the way a union family celebrates the holiday. Those of us who are lucky enough to have union representation, or I should say those of us who continue to fight for union representation, are decidedly better off than those who don't have the privilege. So, maybe those of us who have the day off should start thinking about how we are going to preserve our current standard of living by fighting for those who hardly have one.

Until we figure out how to keep our "good jobs" and how to insure that our good jobs are good enough to raise a family, maybe we on Labor Day we should mourn a little more than the loss of summer.

Excerpted from Young's editorial which ran in the Labor Beacon in Kansas City, Missouri



leamster Day

**Dodger Stadium Giveaway** 

the name of the game at Joint Council 42's second annual Teamster Day at Dodger Stadium in Los Angeles.. For the second year running, the Teamsters were the largest organized group — more than 3,900 strong - to attend a nem Dodgers game. And for the second year, spectators took home a special Teamsters Millennium Bear. This year's bear features an embroidered applique of the Teamster logo. It is destined to rival last year's blue Joint Council 42 bear as a highly coveted col-

aseball, hot dogs, Cracker Jacks and Beanie Babies. That was ans

"Our members love it," said Jim Santangelo, Joint Council 42 President and International Vice President. "They are proud to go there as union members. It builds solidarity because people get to meet other members of their union."

### Training 21st Century Teamsters

**High Marks for HazMat Classes** 

azardous. Toxic. Radioactive. If they call the load by any of these names, the driver better be trained to han-

But once a driver has the proper training and certification, there are plenty of good paying, Teamster jobs awaiting him. That's why the union's Safety and Health Department administers training grants for the U.S. Department of Energy and the U.S. Environmental Protection Agency.

Dr. Deborah Wilson, of the National Institutes of Health.

serves on the Teamster grant program's Advisory Board.

"I've been impressed with the dedication and initiative of the program staff and the quality of their training materials," said Dr. Wilson after a meeting of the Advisory Board. "They are direct, professional and to the point."

In the past five years, Teamsters have conducted hundreds of classes and certified thousands of workers, in every region of the country. In the next five years over \$9 million in additional grants will

extend the program to still more workers at an ever-expanding array of sites.

"I'm very proud of these classes," said Lamont Byrd, Teamsters Safety and Heath Director. "Training is key to our members' future. They must be qualified to work in the jobs of the 21st century. Through programs like these, they will be."



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# RISING UP

oint Council 87 Stands Up for Ethics Program

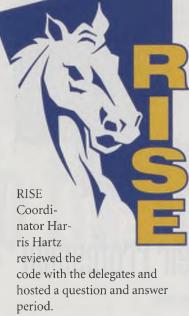
reamsters have rallied for fair trade, good contracts and labor-friendly politicans, but Joint Council 87 in ackson, Mississippi added a tew item to the list – ethics.

At the Joint Council deleates meeting in August, the members showed enthusiastic upport for Project RISE, the teamsters new anti-corruption

"Down here, we are excited bout Project RISE," said Willie Smith, Director of Joint ouncil 87. "The RISE comnittee is taking the proper leps to getting the government out of our union and establishing a code of ethics which will be used to run local unions properly."

Project RISE stands for Respect, Integrity, Strength and Ethics and is the union's anti-corruption program. The Project RISE Task Force is currently working on a second draft of the Code of Conduct that will be sent to all Teamster local unions for review.

Smith gave a presentation on the RISE project. International Vice President Tyson Johnson and Local 745 and RISE Task Force member Malcolm Smith spoke of their roles and views on the project.



Following the presentations, Smith moved that the Joint Council support RISE, and the delegates unanimously voted to adopt the motion.

"The RISE committee is taking the proper steps to getting the government out of our business and establishing a code of ethics which will be used to run local unions properly."

--- WILLIE SMITH, DIRECTOR OF JOINT COUNCIL 87

### Buggin the Boss

Teamsters Stand in Solidarity with Mexico's Volkswagen Workers

hen 12,500 Volkswagen workers in Puebla, Mexico were forced to strike, Delaware Teamsters Local 326 was there to lend their support.

Shortly after the Independent Volkswagen Workers Union struck, Local 326 Volkswagen workers began signing petitions in support of the workers and prepared to wear stickers in solidarity.

Why? Because when Local 326 members — who process Volkswagens and Audis coming into the Port of Wilmington — were locked out, their brothers and sisters around the world supported them.

"Teamster Volkswagen workers have felt the power of International solidarity...and will never forget how empowering International solidarity was to our struggle," said Paul Houck, Local 326 President. "In this spirit, Teamsters Local 326 stands with Puebla Volkswagen workers in their struggle for justice."

The Mexican workers resolve combined with the support of Local 326 and other unions around the

world paid off. The workers won a 21 percent increase in wages and benefits.

"'United we can win' is more than a slogan, especially in the face of the new international business cartels," said Carin Zelenko, Director of Teamsters Strategic Affairs. "We hope Volkswagen got the message that their actions are being watched. An injustice to one worker is an injustice to all workers and the Teamsters stand ready to support any worker's struggle for justice."





"If we do not seek a voice in the upcoming deregulation talks, all of us in the air cargo profession will suffer."

--- ROBERT BOYO, LOCAL 1224 PRESIDENT



## **Protecting Their Profession**

**Local 1224 Hosts Air Cargo Symposium** 

eamsters Local 1224 hosted the "Air Cargo Symposium 2000: Protecting our Profession."

Aircraft crewmembers from nearly all the air cargo carriers in the United States attended the symposium, which focused on the constantly changing air cargo

market. Guest speakers at the event included Teamsters General President James P. Hoffa, FAA Administrator Jane Garvey and National Transportation Safety Board Chairman Jim Hall.

"The conference provided the opportunity to cultivate new and strengthen existing

relationships between pilots," said Robert Boyd, Local 1224 President, who represents crew at Airborne Express. "Because we if we do not seek a voice in the upcoming deregulation talks, all of us in the air cargo profession will suffer."

Currently, analysts predict

a growth explosion in the domestic and international cargo markets over the next two decades. The symposium addressed current issues like wet leasing, cabotage and foreign ownership. It also addressed potential fallout from the deregulation propos- incir als currently being debated.

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### Now More Than Ever

**Teamsters Participate in AIDS Education Conference** 

he Teamsters Safety and Health Department recently attended "Now More than Ever," the second National Business and Labor Conference on HIV/AIDS.

"HIV and AIDS still pose serious health risks to our communities and our economy," said Walter Jones, a Teamster Industrial Hygienist.

Currently there are an estimated 800,000 to 900,000 Americans living with HIV. Among this group, more than 250,000 may be infected and do not even know it.

Sponsored by the Centers for Disease Control and Prevention (CDC), the conference provided information that would:

Help labor and business address workplace HIV/AIDS issues prudently and compassionately.

- Help educate workers and management to promulgate fair, effective HIV/AIDS polices
- Explain why there is a need to train supervisors and union stewards to address HIV/AIDS issues.
- ▶ Help labor leaders and management plan for the time when they learn that an employee is infected with HIV or that such an employee wishes to return to work.

Although many businesses and labor groups have implemented HIV/AIDS workplace programs, many more have not. Recent medical breakthroughs and new treatments enable people living with HIV infection or AIDS to remain in the workplace longer and even return after being out on disability.



man say Williams is the reason the project has been successful every year since.

"The first year it was a little hard to get the volunteers, so I relied a lot on friends and family," said Williams. "But every year it gets easier. People hear what a good time we have and how great the skills competitions are. They want to be a part of it. I need at least 20 volunteers a day, more at the beginning and end. Two weeks before this year's conference, I've already got every day covered but one."

Hellman thinks Williams is being mod-

# leamsters to the Rescue

its ISA Fank Fled Rome in Nauses Sity

runs an annual vocational skills contest where nearly 4,000 students om around the country compete in displines as diverse as Advertising Design, it-cooled Gasoline Engine Technology, actical Nursing and Welding.

But the people she had driving the fork-is and unloading the equipment for this

is and unloading the equipment for this assive undertaking were high school incipals and volunteer speech coaches. Hey were enthusiastic, but not really up to etask of unpacking and repacking 15 ailers full of equipment that, when set up, wer a space larger than five football fields. "It didn't take a rocket scientist to see at I needed to call in the cavalry," said ellman. "In 1994, before the Teamsters me in, it was like a comedy of errors. We tocked the head off a sprinkler, crashed rklifts into loading docks. It was a mess."

### tter Local 41

nions have always supported SkillsUSA. was started in 1965, with the AFL-CIO a founding partner. It has grown to the int where it reaches 240,000 students mually. Union electricians, bricklayers, umbers and pipe fitters have always en among its judges and coaches. So it as natural for Hellman to think of going a union to solve her dilemma.

"I spoke briefly with someone at Local about all this after the 1994 confer-

ence," said Hellman. "Then I had the great good fortune of sitting next to Phil Young at a labor luncheon."

Young, President of Local 41 and International Vice President, listened to Hellman's story. He saw a way his local could give back to the community and at the same time support a cause Teamsters have always held dear, training the next generation of proud, skilled American workers.

"SkillsUSA is a great program and Kansas City is a great place for its national competition," said Young. "Conference week has become a real highlight of our year. I'm very proud of our contribution."

### **MVP**

Young tapped business agent Eldon Williams to line up Teamster volunteers for the 1995 conference. Both he and Hellest about his own contribution.

"Heck, if you just count the Williamses he recruits, you've got a sizable number," she said with a chuckle. "Seriously I think the number of Teamster volunteers we get is a tribute to how well-respected both Phil and Eldon are by their brothers and sisters."

Three Williams sons and four Williams grandkids are now a part of the crew, along with at least 20 veterans who have come back every year. The arrangement has worked out so well for SkillsUSA that their national board recently voted to keep the competition in Kansas City through 2006.

"You can hear a lot of bad things about kids today," said Williams. "But watching the contestants and their teachers, you realize that there's a lot of good out there too. I don't want to be corny, but it's pretty inspiring."



"Our 1.5 million members demand that the occupant of the White House put the interests of working families first. In both word and deed, Al Gore has shown he will be responsive to our membership and to all American workers." —James P. Hoffa, Teamsters General President



Teamsters Union Railles Mumbers to Support Ticket



FOR PRESIDENT AND SENATOR JOE LIEBERMAN FOR VICE PRESIDENT.

"Our 1.5 million members demand that the occupant of the White House put the interests of working families first," said Teamsters General President James P. Hoffa. "In both word and deed, Al Gore has shown he will be responsive to our membership and to all American workers."

In a conference call on September 7, the union's General Executive Board voted unanimously to endorse the Gore Lieberman ticket.

### A Strong Labor Record

Throughout his extensive legislative career, Al Gore has demonstrated consistent support for worker issues. As a U.S. Senator from Tennessee, Gore voted with working families 88 percent of the time – not an easy feat in a "right-to-work-forless" state. Gore has worked to:

- Protect workplace health and safety;
- Maintain community wage standards;
- Strengthen Social Security and Medicare;

### Delay? What Delay?

he media have speculated extensively as to why the Teamsters

endorsement. But as Teamsters Political Director Chuck Harple points out, there's really no mystery:

"This is a timeline we set up a year ago. We polled the membership last fall, and at the time, there was no clear preference.

So, we waited until the various candidates had fleshed out their positions on issues important to working families. We waited until after the struggle over Permanent Normal Trade Relations with China; until after the major party conventions; until after the party platforms were approved; until after the vice presidential choices were made; and until after the Gore/Lieberman campaign agreed to key Teamster trade-related demands.

The membership and leadership were polled again. What emerged was a decisive preference for Al Gore over George W. Bush—and proof that the Teamsters' bipartisan approach to politics empowers our members and their families."

# Appointments with Destiny

he next President of the United States will make key appointments that will directly affect America's working families.

While much attention has been directed at the future composition of the Supreme Court—which is indeed vitally important—union workers have a particular stake in who will serve on the National Labor Relations Board (NŁRB).

During the 1980s and early 1990s, the NLRB, stacked with Reagan/Bush recruits from corporate and right-wing law firms, consistently ruled against workers in representation disputes—when it ruled at all. Disputes were permitted to languish for years, while employers declared open season on their workforce.

As voters go to the polls this November, they have a clear choice: whether to turn the clock back to that reactionary era, or to continue to level the playing field on which labor and management face each other.



- Prevent the return of company unions;
- Defend the 40-hour work week;
- Enhance the political voice of workers; and
- Safeguard the right to organize and collectively bargain.

### **Progress on the Trade Issue**

The Teamsters Union has long insisted that trade rules must be fair, not just free. While the union continues to have differences with both major parties on this issue, Gore has pledged that labor, human and environmental rights will be included in future trade deals, and he has promised that the Teamsters and other unions will be involved in the discussions.

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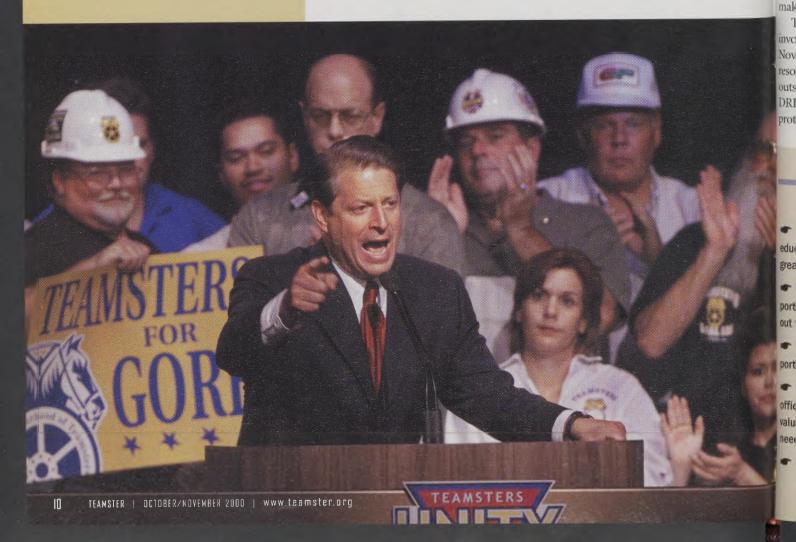
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In fact, the Democratic Party Platform says that trade should be used to lift up standards around the world, not drag them down here at home.

"The test of open trade in the years ahead," it says, "is whether it empowers the many and not just the few, whether its



"The test of open trade in the years ahead, is whether it empowers the many and not just the few, whether its blessings are widely shared, whether it helps to lift the poor out of poverty; whether it works for working people."

blessings are widely shared, whether it helps to lift the poor out of poverty; whether it works for working people."

### **Working Hard for Working Families**

This November, Teamsters can make the difference as to who will lead this nation in the new millennium. As the largest private-sector union in the world, that is especially strong in the key battleground states of Pennsylvania, Ohio, Illinois and Michigan, the Teamsters are poised to make the difference in the race.

That's why it's so important to become involved in the remaining days before November 7. By volunteering time and resources manning phone banks, leafleting outside work sites and participating in DRIVE, Teamsters will lead the nation in protecting the interests of working families.



### Gore On the Line

Al Gore Stands with Strikers

ice President Al Gore has stood with Overnite strikers, but he also stepped up to the plate with workers around the United States. Gore has walked picket lines with:

- Engineers at Boeing in Seattle
- Hotel Workers in Bloomington, Minnesota
- Janitors in Los Angeles
- Nursing Home Workers in Hartford, Connecticut

■ Workers at Titan Tire in Des Moines, Iowa

"We need a president that offers more than just words.

Al Gore has had the courage not just to stand with working people, but to walk with them on the picket line," said Ken Wood, International Vice President and Local 79

President.

### **WHAT CAN YOU DO? PLENTY!**

Here's what you can do to help achieve victory in this election.

- Walk a precinct. Literature distributed door-to-door is a vital key to educating voters, and your personal contact gives the union message greater credibility.
- Join a phone bank. Thousands of phone calls are made to likely supporters in the period leading up to and including Election Day to help get out the vote.
- Offer a ride. Many infirm and disabled voters or those lacking transportation need help getting to the polls.
- Be a poll-watcher. By frequently reporting to your local or campaign office the voter turnout in your precinct, you can provide valuable information that helps target limited resources where they are needed the most.
- Vote



rivatization is a dirty, four-letter word," said Dover Township Committeeman Jerry Geoghegan. That simple statement was music to Tim Dalton's ears. For months he and his fellow Teamsters had waged a campaign to convince the Township Committee of exactly that.

### **Shot Across the Bow**

"They were singing an entirely different tune when the township first called us in to discuss this," said Donato DiMola, Director of Public Employee Sector at New Jersey Local 97. "We represent more than 300 township employees. It was clear to me that every one of their jobs was at risk."

Tim Dalton services Dover Township's vehicles. His was the first department the township advertised for bids to replace. A shop steward at the township's Bay Lea golf course, Dalton's fellow mechanics also staff the police garage and the Department of Public Works. He attended that first meeting and was a part of Local 97's anti-privatization campaign from its inception.

"The Committee only sought bids for our 13 mechanic jobs, but they were making noises about the welfare department, the jail guards, everybody," said Dalton. "We had to get busy."

### Mobilization

Local 97 President John Gerow put the full resources of his membership behind the effort. The campaign was on.

Teamsters packed the audience at several Township Committee meetings. Rallies were held, leaflets distributed and letters-to-the-editor placed. Over 1300 citizens signed a petition indicating that they were happy with the work of the township's Teamster employees and did not want their services privatized.

When the local *Asbury Park Press* started running stories, Gerow knew his brothers and sisters were hitting their mark. The stories were repeating Teamster analysis of privatization's pitfalls and false economies almost word-for-word.

"Everyone involved in the campaign should be proud," said Gerow. "I know I'm proud of them. They helped themselves, their families and their Teamster brothers and sisters."

Besides Dalton, Gerow especially credits the hard work and long hours put in by Business Agent Patrick Guaschino, DiMola, Steward Mike Gretkowski and mechanics Robert Helle and Ken Taylor.

### **Reason Triumphs**

"In the end, this was a win for common sense," says Dalton.
"The committee, including Mr. Geoghegan, thought there was a bunch of money to be saved by farming out our jobs.
We were able to show their constituents — meaning our friends and neighbors — that it just wasn't true. Privatization just isn't in their best interest."







oe Quigley has worked for Airborne Express for 14 years and most of that time hasn't been enjoyable. He's been on the front lines of a bitter battle with management for the last seven years as a shop steward with Local 25 in Boston, Massachusetts.

Up until a new contract was signed at the end of 1998, Airborne management purposefully harassed employees. Teamster workers were the victims of severe verbal and at times physical abuse.

However, Teamster unity has changed all that. As part of the new

# Airborne Express Cans Units at

Teamsters Force Company to Adopt Strict New Anti-Harassment Program



The company is making a sincere effort to ddress the problem and conditions have lefinitely improved. Our unity at the bargaining Pable has changed the company for the better." JUE QUIGLEY, LOCAL 25 SHOP STEWARD

------

contract, the Local 25 members demanded that the harassment stop and forced the company to adopt a zero tolerance policy and launch a comprehensive new anti-harassment program.

The training programs teach managers how to better relate with employees. A formal complaint process has also been established with a joint company-union panel having final input on harassment complaints.

Airborne joined with the union in selecting an independent panel of experts to study the problem and report back on the effectiveness of the new programs.

"Today, our members are much more comfortable in the workplace," Quigley said. "The company is making a sincere effort to address the problem and conditions have definitely improved. Our unity at the bargaining table has changed the company for the better."

Airborne workers at Local 407 in Cleveland, Ohio have already used the complaint process to solve harassment problems.

"We had one Airborne facility where conditions were so bad that our people called it 'The Rock," said Frank Burdell, a Local 407 Business Agent. "Now, the situation has turned around 180 degrees. Last week one of our members had a complaint that was dealt with by one meeting, to their total satisfaction."

As long as the Airborne members continue to use the anti-harassment tools gained at the bargaining table, conditions can only improve.

# SETTING THE COURSE

On Its 25th Anniversary, the Teamsters National Black Caucus Sets Course for the New Century

n June 16 the Teamsters National Black Caucus (TNBC) convened a commemorative 25th Anniversary Educational Conference in Las Vegas, Nevada.

Attended by more than 500 delegates from across the United States and Canada, the conference set the foundation for increased communication and networking among African-American Teamsters and other union members.

The four-day meeting focused on issues important to African-American Teamsters and demonstrated how those issues impact the union as a whole. The discussions were framed around an in depth series of educational seminars. Topics included:

- Building TNBC chapters;
- Grievance panels and arbitration;
- Labor law;
- Communications; and
- Diversity in the workplace.

In addition to the traditional workshops, the conference offered a workshop called "The Spiritual Side of Healing." It focused on non-traditional approaches to health and wellness.

"Diversity is the strength of our union," said Chris Silvera, TNBC Chairman and Local 808 Secretary-Treasurer. "And as we honor our diversity, we must plot the course that will build the Teamsters into the greatest union in the world."

"The skills I learned at the TNBC can help members all across this union. But you've got to take the first step to be involved and stay involved."

- JAMES MILEY, LOCAL 118 SHOP STEWARD





14

# Life Long Learning

**Education Never Ends at the Black Caucus** 

velyn Stewart, a 22-year Teamster from Local 743 in Chicago, Illinois sat at her table on the final day of the Teamster National Black Caucus (TNBC) conference with a smile on her face.

"This conference was impressive," Stewart said. "I've been a Teamster for more than 20 years, a shop steward for three and I never attended the TNBC.

Considering the quality of people I've met this year and the things I've learned, they won't be able to keep me away next year."

Lannis Shepherd, a 15-year Teamster from Local 745 in Dallas-Fort Worth, Texas and first-time TNBC attendee agrees.

"We have a training manager at work that is continually trying break the union with little things that skirt the rules," Shepherd said. "I learned tactics and strategies at the TNBC that will stop that behavior in its tracks. Attending this conference has made me a better Teamster."

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hris Silvera envisions the Teamsters National Black Caucus uniting African-Americans and playing a critical role in the continued fight to organize the unorganized

Silvera talks about how far the TNBC has come in 25 years and his hopes for its future.

### Q: What does the TNBC aim to accomplish by holding these annual meetings?

A: When I was elected chair, the TNBC was as fractured and divided as the national union itself. There was no communication, no sharing of ideas. By holding educational conferences, we aim to rekindle the spirit of the TNBC and continue helping the labor movement reach greater heights.

### Q: Many of the educational seminars focused on health. Why?

A: You can't work and provide for your family if you're in bad health. Our union works hard to secure good benefits for our members, and it makes no sense for TNBC members not to take advantage of these benefits by staying in good health.

### Q: One of the themes was "Recommitting to Union Principles and the Union Effort." What is meant by that?

All across our union we have members, and they're not as involved as they could be or should be. You can't have unity if no one participates. The TNBC stressed a recommitment to union principles to emphasize that it's not sufficient to just know your rights and your contract. You've got to get out and help other Teamsters wherever they may be. The Teamsters need to get back to that element of struggle that has been missing for the past few years. When you forget what it's like to struggle you begin to take the things you've earned for granted. When you take your union for granted so will your boss.

### O: How can TNBC members ensure that the nation's current economic boom continues to benefit them and their families?

Historically, during times of economic surpluses in this country, African-American working families are among the last groups of people to benefit and among the first to suffer when the economy slows down. Trade unionism gives us a vehicle to break this cycle. So let's use it more effectively by voicing our opinions! That's what this conference is all about, helping people get rid of that fear, educating themselves and planning a course of action.

### O: What does the future of the TNBC look like?

A: We are getting stronger and more mobile. Nothing makes me happier than to see TNBC members from different parts of the country sharing their challenges and suggesting solutions. The key to trade unionism in the 21st Century is finding a connective solution that lifts all Teamsters members up.

# Working Together

Minnesota Locals Organize Fuel Drivers Statewide

"It just became clearer and clearer that voting Teamster was the way to go."

- FEDERATED DRIVER GARY FOLKESTAD

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Then Federated Propane drivers heard about how a merger might affect their job security and wages, the drivers called the Teamsters.

"The guys knew that without a contract, and with a merger looming, some of us could be out on our ears in a flash," said Gary Folkestad, a Federated driver. "Still, a union was something new to most of us. I asked I lot of questions and reported back to my fellow drivers. We must have had dozens of conversations and meetings over time. It just became clearer and clearer that voting Teamster was the way to go."

Coordinating an organizing drive for a 50-member unit — working hundreds of miles apart — is no easy thing. Since the drivers work broad territory — serving customers from Mora, Minnesota to Danbury, Wisconsin — Local 346, Local 120 and Joint Council 32 had



their work cut out for them.

After months of hard work, the drivers voted overwhelmingly to join the Teamsters, 36-2.

"This was Teamster solidarity at its best."

TEAMSTERS GENERAL SECRETARY-TREASURER AND LOCAL 120 SECRETARY-TREASURER TOM KEEGEL

"This was Teamster solidarity at its best," said C. Thomas Keegel, International Brotherhood of Teamsters General Secretary-Treasurer and President of Local 120. "The two Locals, the Joint Council and the Federated organizing committee worked together seamlessly. I'm very proud of everyone involved, especially our newest members."

Discussions have begun with Federated over provisions of the drivers' first contract.

"These workers need job security and protection of their wages and benefits as Federated moves toward merger with other suppliers," said Pat Radzak, Local 346 Secretary-Treasurer. "We'll fight hard on their behalf."

### **Housing Tract** Workers Organize

First for Allentown Local

owamensing Trails is a typical suburban housing development more than 1,800 homeowners hosting barbeques, renting videos and raising their children.

The Towamensing Trails **Property Owners Association** is typical too.

Every year, after what's usually a contentious, unpleasant election campaign, a new association board takes office. And every





year, its first order of business is to instruct its employees to forget everything the last board ordered. Inevitably, promises made in prior years are broken. Just as inevitably, employee morale suffers.

### Fed Up

The development's sevenemployee road and maintenance shop finally got fed up and took action. They provided steady, professional road repair, snow removal and other services. Their reward was erratic, slipshod management. They wanted consistent work rules and better pay.

They called the Teamsters.

"We represent a whole bunch of township and

municipal barns, but this was our first time organizing a private road and maintenance department," said Brad Yeakel, Local 773 Organizer, who took the call.

After gathering signatures from a majority of their unit, the workers sought recognition. Predictably, the association demanded an election.

### **Victory**

The association fought unionization bitterly, but it reaped the seeds it had sown in years of bad faith. The workers voted to join Local 773 — unanimously.

The association's promises and threats didn't work because they had already lost all credibility. These new Teamsters chose wisely. As the *Teamster* went to press, negotiations were ongoing for their first contract. And for the first time, they are looking forward to stability, consistency, decent wages and the peace of mind that comes with a Teamster contract.

### **Wise Counsel**

### Pennsylvania Youth Counselors Join Local 110

ach day counselors at Central County Youth Center (CCYC) treat incarcerated juvenile offenders from a five-county area in western Pennsylvania. It's grueling work that mixes psychological stress and physical challenge.

But the CCYC counselors persevere and succeed. Their success is reflected in impressive peer evaluations and lower-than-average recidivism rates. Unfortunately, their wages and benefits didn't match their achievements. In fact, they were among the worst in the state. And when a group organized itself to ask the County Commissioners to address their issues, the only response was a flat denial.

So counselor Dana Myers called in the Teamsters. She and co-worker Beth Phillips talked with their colleagues in small groups and one-on one meetings. The CCYC caseworkers did their work well here, too. The 18 members of the CYCC bargaining unit voted unanimously to join the Teamsters. Later they voted unanimously to ratify their first contract.

"It took a lot of hard work and a lot of organization," said Phillips. "It was worth it. Now, we've got a three-year contract with better health coverage, much better wages, seniority protections and increased leave time. In a job like ours, we need it. Sometimes you're these kids' last chance."

### Local 110 Recent Triumphs

Local 110 in Edenburg, Pennsylvania is organizing new public employee bargaining units. And these freshly minted Teamsters are winning the kind of contracts that can only tough Teamster bargaining can secure.

"These men and women police our communities, maintain our roads, staff our courts and work with the most troubled of our youth," said Thomas Heider, Local 110 Secretary-Trea-

surer. "It should be unthinkable to shortchange them. I'm proud we're getting them the contracts they deserve."

Local 110 organized six more western Pennsylvania public sector bargaining units in this year; it has already secured good Teamster contracts for four of them.

► Westmont School District: Maintenance and custodial workers voted 14-4 for Teamster representation. The twenty-member unit unanimously approved its first, four-year contract.

- ► Adams Township Police
  Department: Police officers
  voted 9-2 for Teamster representation. The eleven-member unit
  unanimously approved its first,
  four-year contract.
- ▶ Bradford Township Road and Sanitation Department: Road and sanitation workers voted 15-1 for Teamster representation. The 16-member unit unanimously approved its first,

three-year contract.

► Huntington County Courtrelated Employees: Clerks and Marshals voted by a margin of 3-1 for Teamster representation. The 18-member unit unanimously approved its first, three-year contract

As the *Teamster* went to press, negotiations were ongoing for the Windber Borough Police Department and East Conemaugh Police Department.

# Victory in the



"I feel like I've signed up for a better future...My family deserves it and the Teamsters are helping me get it for them."

---VERONIBA SANDOVAL, LOGAL 714





### **OPENING THE DOORS ORGANIZING IS A TOP PRIORITY FOR LOCAL 714**

Local 714 has opened the door to new members from several other shops in the last few months, including:

- Blackhawk Steel. Like Silverline, an overwhelming majority of the 80 workers in the unit here signed authorization cards. Management extended voluntary recognition. The workers have since ratified an excellent first contract
- J & J Trucking. Nearly every one out of the 12 drivers here signed on for Teamster representation. Management voluntarily recognized Local 714. An impressive first contract has been signed and ratified.
- Allstyle Apparel. Yet again, employees signed such a convincing number of cards that management chose not to fight an election. Negotiations for a first contract for Allstyle's 400 new Teamsters are in full swing.
- New Lennox Police Department. 25 police officers voted almost without dissent to join the Teamsters. After the Illinois Labor Relations Board certified the election, contract negotiations were swiftly concluded and these brave law enforcement personnel are now enjoying the wages and benefits that only a strong Teamster contract can ensure.

dd 480 proud new Teamsters to the roster. Chicago Local 714 has organized the warehouse, shipping and receiving workers at Silverline Windows. an Illinois manufacturer of windows and doors.

### **Voluntary Recognition**

The Silverline campaign is an example of Teamster innovation in organizing tactics. Organizing campaigns are expensive. When the bosses turn to union-busting consultants, they pay through the nose. A big enough early demonstration of strength can convince them it will be money poorly spent.

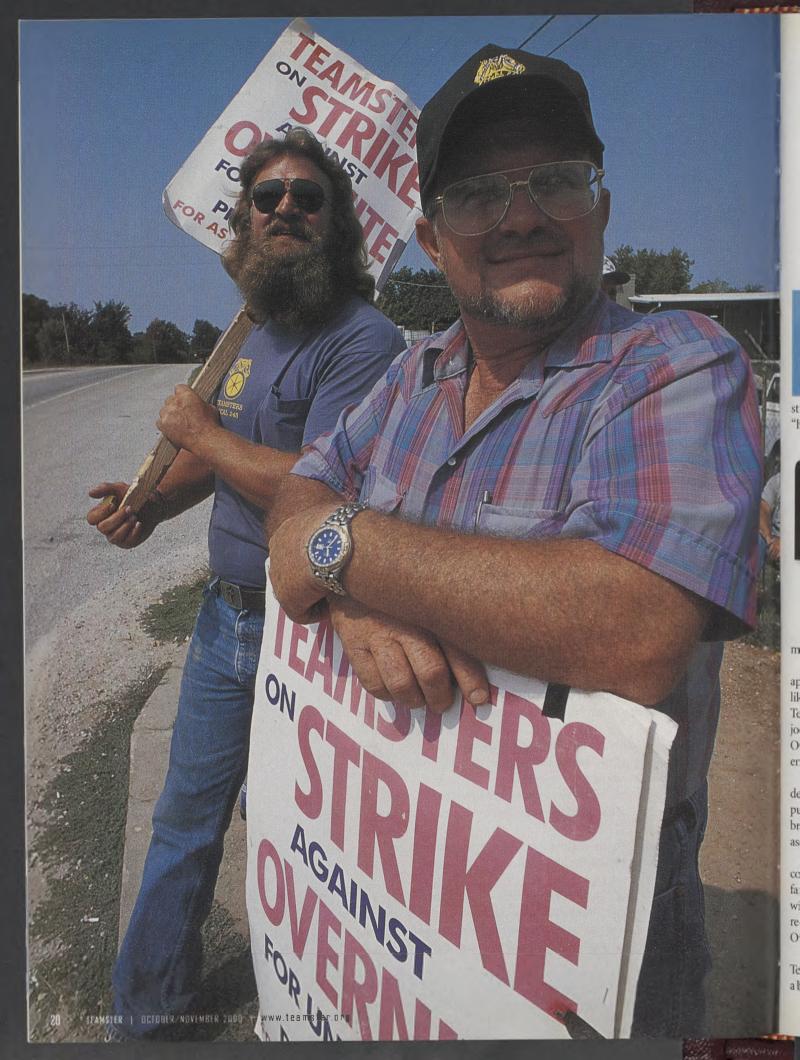
"That's what happened at Silverline," said Robert Hogan, Local 714 Secretary-Treasurer. "We collected 350 signatures in a matter of days. The members who helped with the drive did a great job and the Silverline workers did even better. Management had the good sense to see that we had this thing won."

Silverline's decision to recognize Local 714 without demanding an election has paid dividends. Contract negotiations have gone swiftly and smoothly, with little of the acrimony that usually follows a hotly contested election.

### **A Better Future**

Local 714's Hogan reports that the negotiations are almost finished and that Silverline's workers are looking forward to the superior wages, benefits and working conditions they will enjoy under their first strong Teamster contract.

"I feel like I've signed up for a better future," said Veronica Sandoval, a leader in the new bargaining unit. "My family deserves it and the Teamsters are helping me get it for them."



loy Montoto says the threats from inside Miami's 74th street Overnite terminal have been vicious: One corporate official vowed to break the Teamsters, that the

strike against his company will last 'til "hell freezes over."

afford to lose and we don't intend to lose."

In the time-honored Teamster tradition, Murphy says, it's time to heap even more pressure on Overnite — a company that has lost 20 percent of its freight volume and spent more than \$50 million since the strike began.

"Though we've had record participation from our members, now is the time thing," Monoto said among the retirees who volunteer each week to walk the Miami picket line.

Don Woolsey, an ABF driver from Springfield, Missouri, spent six months outside the Overnite terminal, weathering snow, rain and 90-degree plus temperatures on behalf of the drivers.

"You do it for all of organized labor,"

# H Fight for What's Kig TEAMSTERS JOIN FORCES IN OVERNITE BATTLE

Montoto forecasts a bitter cold front moving in Overnite's direction.

As the strike against Overnite approaches its first anniversary, retirees like Montoto and workers from other Teamster-represented companies have joined ranks to help win a contract at Overnite and representation for all its employees.

Montoto's chapter is organizing picket details that put senior Teamsters in the public regularly alongside their Overnite brothers and sisters. Business agents walk, as well.

Organizing Director John Murphy commends those who've volunteered so far and says emphatically that a victory will require those volunteers — plus new recruits - to maintain a non-stop vigil at Overnite lines throughout the country.

"They have basically challenged the Teamsters union," Murphy said. "It's become a big, important campaign, one we cannot

to ask the people who have not participated to do their part in this campaign," he said. "When a company is in a losing situation money-wise, it's just a matter of time until you're going to force something to happen."

While walking picket or making donations to the Overnite cause are generous acts, Montoto says there is also a need to protect basic union principles for all freight employees.

"If we don't win Overnite, all the other companies are going to do the same

"Though we've had record participation from our members, now is the time to ask the people who have not participated to do their part in this campaign"

— JOHN MURPHY, ORGANIZING DIRECTOR

the 24-year Teamster said. "If you don't get people like this under control, my company is not going to sit and negotiate a decent contract when it comes up."

At his side is Mike McNish, 46, an Associated Wholesale Grocers employee and Local 245 member who recently spent two months locked out of his driving job. He volunteers on the Overnite picket line partially out of gratitude.

"The freight industry supported us when we were locked out," he added.

But there are other, deep-seated loyalties that drive him, as well. His father died of a heart attack at age 52 while sitting in the hallway of a hospital, requesting care though he had no insurance.

The Overnite battle, McNish says, is for people like his father.

"It's a fight that's got to be won," he says, "not only for the Teamsters but for workers all over the U.S."

### Seeking Justice

### **California Workers Continue Battle for Justice**

ith hands-on assistance from Teamsters General President James P. Hoffa, Central and Northern California strikers demanded that management restore workplace justice to their largely immigrant workforce.

At a Basic Vegetable plant in King City, workers have been on strike for more than a year following management's demand for unacceptable concessions.

"Basic Vegetable must treat our members fairly," said Hoffa. "Over the course of this strike, our members have been harassed and harangued, but we will not give up the fight. The corporate abuses of BVP make our solidarity stronger. We will win justice for the Teamsters at Basic Vegetable."

The members of Teamsters Local 890 were forced to strike on July 7, 1999, when management demanded:

- A three-year wage freeze;
- Work week reductions to 37.5 hours
- \$140 per month health insurance co-pay for new hires;
- Elimination of the worker pension plan.

The strike continues even though the company has brought in more than 600 replacement workers. Members of Congress and the California State Assembly have signed letters urging mediation, and the California Democratic Party has called for boycotts of companies like Basic Vegetable that attempt to replace striking workers.

### A Tough Nut to Crack

Meanwhile, in Stockton, workers have been on strike at Diamond Walnut for more than nine years after management refused to offer a fair contract and then replaced them permanently.

"Make no mistake, the Teamsters will return to Diamond Walnut," Hoffa told strike supporters outside the plant gates. "This fight has been long, but we will do whatever it takes to get justice for our members."

In 1985, the company was in dire straits financially, and the workers took pay cuts of 30 percent to help get things back on the right track. Within a few years, profits were booming and Diamond had forgotten the workers' sacri

When it came time for a new contract in 1991, the company offered a meager 10-cent hourly raise and increased worker payments for heath care benefits. The workers have no choice but to strike. Since then, the company has permanently replaced every striking worker.

During the battle, Diamond Walnut has lost every legibattle with the Teamsters. Repeatedly, the National Labor Relations Board has issued complaints against the complete of discriminating against Teamsters.

A hearing will be convened by an administrative law judge on October 23, 2000, to determine what penalties will be assessed against the company for its flagrant and continued violations of the law.





ESTA BULL

"After nine-and-a-half years, we Teamsters have shown we will do whatever it takes, for however long it takes, to achieve justice at Diamond Walmut."

— LUCIO REYES, LOCAL 601 SECRETARY-TREASURER

# 

"Necesitamos una solución de tipo amplio --- una que los proteja mientras están aquí y que aborde la pobreza que los motiva a venir a este país."

CHARGE IN HARRY STREET, BY ASSESSED IN LOSS TRANSFERS.





### Una Nueva Dirección

Hoffa Pide Nueva Política de Inmigracion

I Presidente General de los Teamsters, James P. Hoffa, ha señalado la necesidad de una nueva política de inmigración en Estados Unidos que reconozca las necesidades de las familias trabajadoras.

"Todos sabemos que el sistema actual no sirve", dijo Hoffa.

"Le da luz verde a los esfuerzos de los empleadores por desbaratar las actividades de organización de uniones.

"Uno de los grandes méritos del movimiento laboral americano ha sido su reconocimiento de la necesidad de extensas reformas en el sistema de inmigración", dijo Hoffa, señalando la decisión tomada en febrero por el Consejo Ejecutivo del AFL-CIO de romper con el pasado y apoyar políticas de inmigración más equitativas. "Necesitamos una solución de tipo amplio—una que los proteja mientras están aqui y que aborde la pobreza que los motiva a venir a este país",

### Una Propuesta de Tipo Amplio

La propuesta de Hoffa para ayudar a los trabajadores indocumentados incluye:

- Cambiar la fecha de registro que determina si los trabajadores indocumentados obtendrán su residencia permanente;
- Reinstituir en forma permanente la disposición legal que permite el patrocinio por empleadores y familiares cercanos; y
- Educar a las uniones locales para que organicen y representen a los trabajadores inmigrantes.

Hoffa anunció su plan durante una manifestación conjunta convocada por la Unión Local 890 de los Teamsters en Salinas, California, y el Proyecto Citizenship, un centro de recusos para inmigrantes legales que les ayuda a prepararse para ser ciudadanos americanos.

### Un Lobo con Piel de Oveja

El sistema actual en efecto limita las posibilidades de los trabajadores inmigrantes de organizarse, haciendo que sea más dificil para ellos ganarse el sustento diario y reunirse con sus familias. Al mismo tiempo, premia a los empleadores empeñados en privar a sus trabajadores de tener una voz en e lugar de trabajo.

Los grandes cultivadores y procesadores de alimentos se han juntado con sus amigos en el Congreso para apoyar la aprobación de un nuevo programa para "trabajadores invitados". Pero Hoffa lo tildó como un programa para "trabajadores esclavos", añadiendo que los sindicalistas y sus aliados en la coalición deberían esforzarse por disminuir el poder de los empleadores—para impedir que se aprovechen del temor para desbaratar las actividades de organización de uniones".

"Necesitamos dar a los trabajadores inmigrantes la oportunidad de afiliarse a una unión—y, si lo desean, de regresar a su país", dijo Hoffa.

# ACCREDITED CANDIDATE CAMPAIGN WATERIAL

for

# THE 2001 INTERNATIONAL OFFICER ELECTION ATTENTION ALL TEAMSTERS!

A Message from William A. Wertheimer, Jr., the Election Administrator

The Rules for the 2000-2001 IBT International Union Delegate and Officer Election provide that candidates for International office who have been accredited based on petitions presented to the Election Administrator as of 31 August 2000 are entitled to have campaign literature published in this issue of The Teamster. This opportunity provides accredited candidates with an economical, cost-effective means of communicating with the membership, and makes it more likely that IBT members will see these messages from the candidates seeking to lead their union. Each accredited candidate receives space in the magazine based upon the position sought (e.g., General President, 1 page; International Vice President, 1/2 page).

The ideas expressed in the following materials are solely those of the candidates and do not reflect the views of the International Brotherhood of Teamsters, any affiliated unions, or the Election Administrator. Nor did the International Brotherhood of Teamsters or the Election Administrator edit any of the materials that follow. The messages contained in these materials come directly from the candidates to IBT members. The page order of this presentation was determined by lot.

A similar opportunity to have campaign literature published will be afforded to accredited candidates in the February 2001 issue of the magazine. Nominated candidates may publish campaign material in the July/August 2001, September 2001 and October 2001 issues, immediately preceding the direct-ballot election. IBT members and prospective candidates who seek further information regarding candidate accreditation rights are encouraged to contact the Office of the Election Administrator at 1-800-565-VOTE or to write or visit the Election Office at 727 15th Street, NW, 10th Floor, Washington, D.C. 20005.

William A. Wertheimer, Jr. Election Administrator

# NOTICE from the Office of the Election Administrator\*

\*The Office of the Election Administrator ("OEA") is charged with the responsibility of ensuring that the 2000-2001 IBT International Union Delegate and Officer Election is fair, honest, open and informed.

As of Monday, October 2, 2000, the OEA will be located at:

10<sup>th</sup> Floor Washington, D.C. 20005

Toll Free: **1(800)565-VOTE** 

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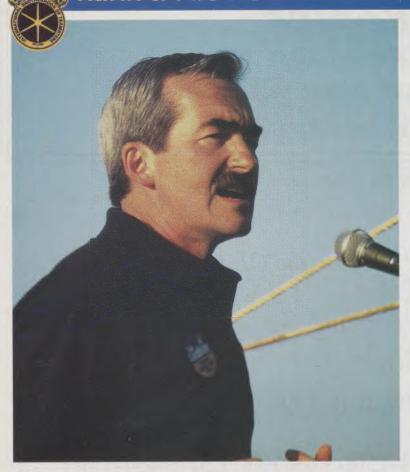
Please visit our Website for important information regarding the 2000-2001 Teamster elections, including:

☑ Election Rules ☑ Delegate Elections

✓ Protest Decisions
✓ Official Forms

☑ Notices and Advisories

### Rank & File POWER Slate



s General President,
I want to lead
Teamster members
to build the strongest
and most respected Union
in North America—
respected for industry
leading contracts;
aggressive, successful
organizing of new
members; and a strong
political voice for all
working people."

### Tom Leedham:



A Real Teamster — Joined as a warehouse worker 23 years ago. Served at every level of leadership; steward, five-term Local Union Principal Officer, Joint Council Officer and International Vice President.



**Experience with Rank & File Power**—Promotes full membership involvement at all levels of contract campaigns and negotiations. Led successful strikes and pressure campaigns against large multi-national corporations.



**Negotiates Strong Contracts** —Has taken on phony employer cooperation and productivity schemes. Eliminated two tier, concessionary contracts by leading a well informed and mobilized membership.



**Stands Up to Corrupt Officials** —Saved local unions \$11 million a year by leading drive to eliminate Area Conferences, a useless layer of bureaucracy that paid 63 multiple salaries to officials.

Tom Leedham Rank & File POWER Slate...
Leading TEAMSTER MEMBERS to Victory in 2001!

Tom Leedham Rank & File POWER Slate www.leedham.org
PO Box 15877 Washington, DC 20003-0877 646-387-2608

### Rank & File POWER Slate

### **Stronger Contracts and a** Better Future for you and your family...

### The Rank & File POWER Program:

Fight for better contracts using rank and file power and community support like we did for the UPS strike. No more secretive, back room deals.

Include rank and file members on all national negotiating committees and grievance panels together with our best, experienced leaders. Teamsters who do the work should be at the bargaining table.

Spend money on programs that benefit members, like building bargaining power by helping non-union workers organize. Don't spend our dues on multiple salaries and golf tournaments.

Build political power and support for issues that affect working Teamsters. Keep politicians in line—no more blank checks.

Build unity in our union from the grassroots; a well informed and involved membership strengthens our union against employer attacks and hostile politicians. The union can't succeed as an exclusive club for top officials.



"Tom Leedham and his Local supported our 1,300 member strike against Iowa Beef Processing when the International wouldn't. He backs up Teamster members when they have to draw the line against management."

-Maria Martinez (above center), newly elected Principal Officer, Local 556, Walla Walla, Washington Candidate for Western Region Vice President on the Rank and File Power Slate



### Rank & File POWER Slate

# Leading Teamster Members to Victory



"In 1998, candidates on this year's Tom Leedham slate won a combined 45% of the vote - even though we had only five months to campaign and our opponents spent five times as much as us."

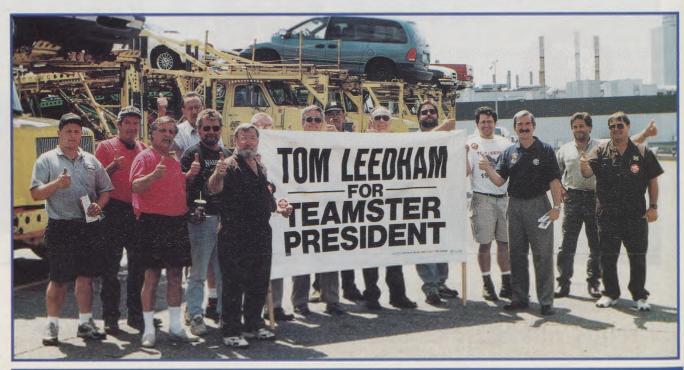
—**Tom Gilmartin**, Principal Officer, Local 559, Hartford, Connecticut Candidate for Eastern Region Vice President on the Rank and File Power Slate

"In 2000, Rank & File Power is on the road to victory. We were first across the finish line to become accredited. Over 60,000 Teamsters from across North America signed our petitions.

In 2001, Leedham supporters are running in delegate elections across the country. With Teamsters from every jurisdiction campaigning at their workplaces, Rank & File Power is on a roll!

-Erik Jensen, Local 320, Minneapolis, Minnesota





Tom Leedham Rank & File POWER Slate www.leedham.org
PO Box 15877 Washington, DC 20003-0877 646-387-2608

#### Rank & File POWER Slate



#### The Tom Leedham Rank & File Power Slate...

Proven leaders in the fight for good contracts and members' rights on the job and in the Union:



#### Willie Smith

Local 413, At-Large Vice President

Secretary-Treasurer and Business Agent of Columbus, Ohio Local 413. A freight driver for 28 years, before being elected on a reform slate as a local leader. When his

local officers failed to protect his right to refuse to drive when fatigued, he took his case to federal court and won. "Tom Leedham is committed to educating and developing leaders at all levels of the union."

**Ashley McNeely** 

Local 2000, At-Large Vice President

Elected Base Representative for the 11,000 member Teamster Local 2000. As a rank and file Flight Attendant, she won local office on a reform slate that turned out a record

number of votes. "Rank and file flight attendants at Northwest Airlines had to use our membership network to reject the company's first offer, while Hoffa tried to force us to accept it. We won millions more despite Hoffa. We'll do a lot better with a leader who works with members, not against them. Tom Leedham knows how to mobilize members to win strong contracts."

**Bob Hasegawa** 

Local 174, Western Region Vice President

A former UPS part-timer, package car and feeder driver, who is in his third term as Principal Officer of one of the largest locals in the northwest, Seattle Local 174.

Hasegawa was a leader of the UPS campaign that won our good contract. "We need an International leadership that backs up the locals and helps with organization and expertise. Stop the undermining of local autonomy on strikes and contract settlements!"



#### **Frank Burdell**

Local 407, Central Region Vice President

Elected Business Agent of Cleveland Local 407 as part of a reform slate. Worked at Roadway for 27 years and his wife is a package car driver at UPS.



Has fought to resolve grievances that previous leadership had let sit unresolved for years. "The upcoming freight contract is critical to the future of our union. Tom Leedham is a proven leader who can unite freight members and hold the line against further erosion of the Master Freight Agreement."

#### Additional Members of the Tom Leedham Rank & File Power Slate:

**Tom Leedham** 

Principal Officer, Local 206, General President

John Metz

Principal Officer, Local 610, Vice-President At-Large

Jeff Cederbaum

Principal Officer, Local 1150, Trustee

**Maria Martinez** 

Principal Officer, Local 556, Vice-President Western Region

**Tom Gilmartin** 

Principal Officer, Local 559, Vice President Eastern Region

**Doug Mims** 

Local 728, Vice President Southern Region

Willie Hardy

Freight Driver, Local 667, Vice President Southern Region

John Hull

Steward, Local 938, Vice President Teamsters Canada

**Cliff Chentnik** 

Principal Officer, Local 325, Vice President Central Region

**Mark Serafinn** 

Principal Officer, Local 722, Vice President Central Region

**Howard Rempfer** 

Principal Officer, Local 439, Vice President Western Region

We are putting together a strong slate for the future and are talking with committed leaders who will work hard as part of our team. We will complete our slate over the coming months.



#### Rank & File POWER Slate

# **Hoffa Restored the Power** for Big Corporations and **Corrupt Officials...**



# Love with Hoffa

UPS enjoys Teamsters change of tune, leadership in forging strong ties with Hoffa in new partnership

United Parcel Service... feels it has taken part in one of the greatest trades of all time in labor: James P. "Jimmy" Hoffa for Ron Carey as President of the Teamsters union.

"We are in a period of understanding and mutual cooperation," [senior member of UPS's negotiating team| Weidermeyer

said. That is just about as close as any labor negotiator says to 'I love you.'"

Hoffa... "was able to take credit for creating 2,000 new full-time jobs at UPS, even though it was the Carey-engineered strike that caused UPS to sign onto such a pledge."

Traffic World, 6/1/00

possible from either Al Gore or George W. Bush is doing this because of simple atics. Without growth from UPS, usters are a shrinking union. era when less than 9 percent of te-sector employees are unionvn from 33 percent just 25 years Teamsters need a vibrant UPS

> can't afford to lose 10,000 memidermeyer said. "In the last the growth in the Teamsters has UPS. Take UPS out and the

#### The New york Times

# More Troubles for Teamsters President

### Mentor Faces Corruption Charges, and Election Rules Are Rejected

By STEVEN GREENHOUSE D Hoffa the Teamsters Board, brought against Mr. Brennan. The board charged him with masterwhich the execcratic Union, a faction that has repeatedly clashed with Mr. Hoffa. "His mentor, his benefactor, the man

...a federal oversight board har filed charges this month that could lead to the expulsion of tra the head of the Teamsters in Michigan, Lawrence Brennan, a mentor to Mr. Hoffa who played a major role in his ascent to the union's presidency.

> The board charged [Brennan] with masterminding a

scheme in which the executive board of a Teamsters local in Detroit doubled the board members' traditional Christmas bonus. Then the board members contributed the additional bonus to Mr. Brennan's campaign.

Before Mr. Hoffa was elected Teamsters president... he was Mr. Brennan's administrative

assistant. When federal officials ruled a decade ago that Mr. Hoffa could not run for the union's presidency in 1991 because he had not worked as a Teamster, Mr. Brennan helped Mr. Hoffa meet that qualification by hiring him as an assistant.

The New York Times, 6/20/00

Tom Leedham Rank & File POWER Slate www.leedham.org PO Box 15877 Washington, DC 20003-0877 646-387-2608



# Who can you trust to lead the Teamsters in negotiating your contract?

hen Hoffa ran for election, he came to Anheuser-Busch and promised to go toe-to-toe with August Busch. We supported him - and then got kicked in the teeth. He refused to show his face at bargaining and then secretly sent his goons inside the breweries to sell a contract he claimed was good for us."

"I don't wish him on our brothers and sisters at Freight and UPS, who will find themselves leaderless at the first whiff of employer resolve. **Hoffa folded to August Busch and he will fold to others.**"

—Jack Mandaro, Principal Officer, Anheuser-Busch, Local 95, Williamsburg, VA





om Leedham has walked in our shoes. He worked in a warehouse and has negotiated good contracts for warehouse workers. He knows how hard our work is. He has fought production standards and eliminated two-tier contracts. Hoffa appointed a warehouse division director who has never even worked in a warehouse – and it shows!"

--- Maurice Cobb, Kroger, Local 528, Atlanta, GA

offa promised to "cut and cap" his own salary. Then he raised it to \$225,000 on the day he took office. He lied then and now he's lying about Tom Leedham and the Kroger strike in Arizona. He will keep doing it because he is afraid of Tom Leedham. Instead of debating Leedham, he'll lie about him. As a member of Local 206 who's struck twice in recent years for stronger contracts,

I know Tom, and he never backs down from a fight that will help Teamster members."



—John Cline, Shop Steward, Fred Meyer, Local 206, Portland, OR



alk tough, settle short—that's what I've seen Hoffa do. He's negotiated weak contracts in a booming economy. Our UPS contract is up in 2002 and I don't want Hoffa negotiating it. That's why I'm voting for Leedham."

-Anne Paul-Schlegel, UPS, Local 25, Boston, MA

**Tom Leedham** Rank & File POWER Slate www.leedham.org
PO Box 15877 Washington, DC 20003-0877 646-387-2608

I wan	t to help build a strong, corruption-	free Teamsters Union.		
<ul> <li>I support the Tom Leedham Rank &amp; File Power Slate.</li> <li>I'll work to inform my co-workers about the campaign.</li> <li>Send me literature to distribute.</li> </ul>		<ul> <li>I'm enclosing a check to contribute to the campaign so we can get our message out. (Contributions accepted only from current Teamster members.)</li> </ul>		
MEMBER'S NAME		TEAMSTER LOCAL #		
MEMBER'S NAME		TEAMSTER LOCAL #		
MEMBER'S NAME	CITY	TEAMSTER LOCAL #	ZIP	

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# THE TEAMSTERS ARE BACK!!!



General President Hoffa and General Secretary-Treasurer Keegel lead rally against free trade with China.

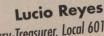
# UNITED AND STRONG AGAIN

# THE TEAMSTERS UNITED AGAIN

#### Hoffa Supports Our Struggle for Dignity 100%

"There was a time not too long ago that if you weren't with the Administration in power, you didn't get its support in strikes and organizing drives. That's changed with Jim Hoffa. He doesn't let politics get in the way. He has supported the struggle of the Diamond Walnut workers, the Basic

Vegetable workers, and other workers fighting for dignity in the warehouses, canneries and fields of California 100%."



Secretary-Treasurer, Local 601 Stockton, California

#### The Days of Division Are Behind Us

"The Teamsters union is united today like never before. The days of division are behind us. Now, we are all working together. We can thank Jim Hoffa for that. Hoffa has proven himself to be a unifier and a man of his word. He has

earned our support." **Carl Haynes** President, Local 237 New York, New York



#### **Teamster** Women Are United and On The Move Again

"Teamster women are on the move again. And that's because Jim Hoffa has reinstituted the Teamster Women's Conference and given the Teamster Women's Caucus his total support. We had over 1,000 women at our recent conference—more united than we have ever been."

Cheryl Johnson

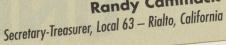
Chair, Teamster Women's Caucus, Local 20 Toledo, Ohio

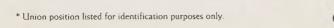
#### We're Fighting As One Big Union Again

"I was a supporter of Ron Carey in 1996. Now I am one of Jim Hoffa's biggest

supporters. He promised to bring the union together, and he has done it. Now we are fighting as one big union again, the way we should be. And I believe the best is yet to come."

Randy Cammack







# ARE BACK STRONG AGAIN

#### Hoffa Delivered On Pension Improvements

"Hoffa and his team put together the best contract campaign in the carhaul industry in recent memory.

We approved the contract by more than 80%. That included big pension increases and prescription-drug coverage for retirees! That was the first time we approved a contract on the first go-around. That's how good it was."

Steward, Allied Systems, Local 299 — Detroit, Michigan



"Jim Hoffa forced the Clinton Administration to keep unsafe Mexican trucks from coming over the border, taking our work and endangering the lives of our families and fellow motorists. What more can you ask for in a union president?"

Bobby Williams Local 745, Roadway — Dallas, Texas

### Hoffa Helped Defeat the Biggest Attack on Teamster Warehouse Jobs in Decades

"Associated Wholesale Grocers locked out 1,200 Teamsters from their jobs on April 1. Sixty days later, as a result of rank-and-file membership action and the direct involvement of General President Jim Hoffa, we won all our jobs back, a \$3.5 million lump-sum settlement for back wages, increases of \$1.60 an hour, \$3,000 per month pensions, and fully paid health insurance. That's leadership that delivers in tough times."



Secretary-Treasurer, Local 245 — Springfield, Missouri

# **KEEP MOVING FORWARD**

\* Union position listed for identification purposes only

# WINNING STRONG CONTRACTS

When Jim Hoffa ran for office in 1998, he promised to Restore Teamster Power at the bargaining table. He did it. He put together a nationwide, member-based campaign for a carhaul contract that delivered pension benefit increases and a new retiree drug benefit. A new contract was approved by 80% of the members. He pledged to help win an industry-leading contract for Northwest Flight Attendants, and he did it. The contract was approved by nearly 70% of the members. He pledged to force UPS to deliver on 10,000 full-time jobs for UPS members. And he did it.



#### "We won the best contract ever with Hoffa's help"

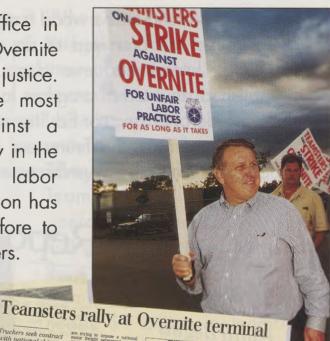
"In all the years I have been a Flight Attendant, we never received as much support from the International as we did in our recent negotiations. And we won the best Flight Attendant contract in our history. We won wage increases ranging from 8% to 28% and an 86% increase in our pensions. Our membership approved the contract by nearly 70%. Hoffa knows what union power is."



Nance Larson
Northwest Airlines Flight Attendant, Local 2000

# ORGANIZING THE UNORGANIZED

When Jim Hoffa ran for office in 1998, he promised to bring Overnite Transportation Company to justice. In 1999, he launched the most aggressive campaign against a union-busting freight company in the modern history of the labor movement. The Teamsters union has come together like never before to win justice for Overnite workers.



#### Quick Spread Of Truck Strike By Teamsters

By STEVEN GREENHOUSE
The teamsters' union strike
against the nation's largest nonunion
trucking time, the Overnite Transportation Company, spread across
the nation yesterday, but company
officials asset dut at the strike was
having only a negligible effect on its

The strike, which began at a single Memphis truck terminal on Sunday, is one of the biggest test faced thus far by James P. Hoffa, who became president of the International Brotherhood of Teamsters last March.

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"I am one of the thousands of Overnite drivers who owe Jim Hoffa and the Teamsters a debt of gratitude. For years, we were fighting for our rights — with little help. When Hoffa took over the Teamsters, we saw a new commitment from the union, and that gave all of us the courage to fight on."

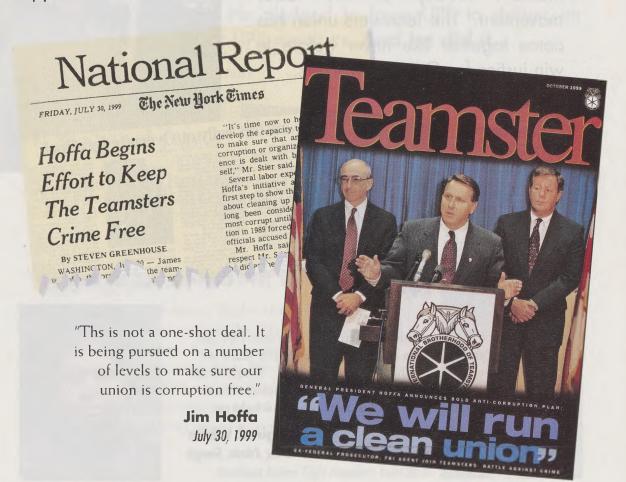
#### **Reginal White**

Striking Overnite Worker, Atlanta, Georgia

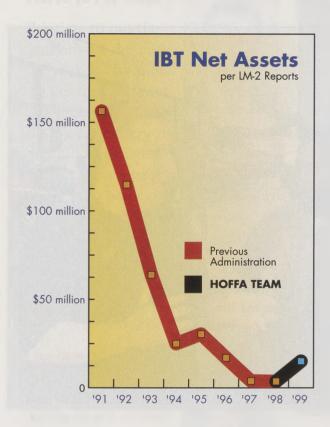


# **ELIMINATE CORRUPTION**

Jim Hoffa has shown the world that the Teamsters can clean up their own house. He promised to do what no other union leader in American history had ever done, and in 1999, he did it. He established an internal program to fight corruption. He appointed former federal prosecutor Ed Stier and his team of organized crime experts. And now, the Teamsters' Project RISE program has won applause from both law enforcement officials and the media.



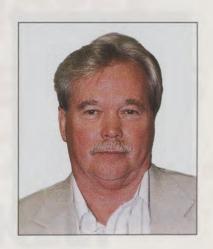
# **RESTORE FINANCAL STRENGTH**



When lim Hoffa and Tom Keegel ran for office in 1998, they promised to restore the Teamsters to financial strength without raising dues and without cutting services. They're doing it. The Teamsters union is now operating in the black for the first time in ten years, despite the fact that the former Administration had spent nearly \$1 billion in Teamster member dues money and pushed the union to the edge of bankruptcy.

"When the Hoffa Administration took office last year, we were faced with a financial crisis from day one. Jim Hoffa worked with me to take the bull by the horns and cut the fat and the outlandish spending of the prior Administration. Now, we have begun the process of rebuilding our finances."

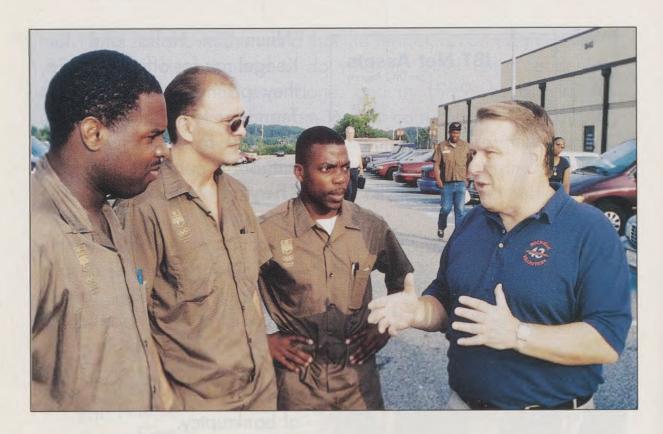
Tom Keegel General Secretary-Treasurer



HOFFA PROMISE KEPT

\* Union position listed for identification purposes only.

# WINNING FULL-TIME JOBS AT UPS





"Some of us at UPS were skeptical at first, because of all the negative propaganda from Hoffa's enemies. But now we know that Hoffa is there for us. Because of his tenacity in making the company live up to its promises, I now have a full-time job. Hoffa delivers."

> Susan Ordakowski UPS Member, Local 639, Washington, D.C.

### HOFFA DELIVERED AT UPS

#### Hoffa Is For Real

"It's time to put the disunity of the past behind us. It's time to get ready for our 2002 contract. And



it's time for everyone to get behind Hoffa so the company knows we are strong. Take it from me: Hoffa is for real. He listens to the Local leaders who represent UPS members. His main concern is the welfare of the membership."

Ken Redding UPS Business Agent, Local 728, Atlanta, Georgia

"Details don't escape Hoffa. UPS is not going to get around our contract with Hoffa in charge. The 10,000 UPS jobs would not have been won without him. It's time for UPS'ers to unite to stop subcontracting, win a real wage increase for part-timers, win more full-time jobs, and improve our pensions. With the Hoffa Administration, the Teamsters union will be fully prepared for 2002 negotiations. That's why I'm with Hoffa."

> Bill Lichtenwald Assistant Director, Small Package Division



# HOFFA KEEPS HIS PROMISES. KEEP HOFFA.

\* Union position listed for identification purposes only.



#### THE HOFFA UNITY SLATE





Jim Hoffa Local 614/Pontiac, MI General President



Tom Keegel Local 554/Minneapolis, MN General Secretary-Treasurer



Randy Cammack Local 63/Los Angeles, CA VP-At Large



Chester Glanton Local 743/Chicago, IL VP-At Large



Tom O'Donnell Local 817/New York, NY VP-At-Large



Fred Gegare Local 75/Green Bay, WI VP-At-Large



Ralph Taurone Local 222/Salt Lake City, UT VP-At-Large



John Steger Local 639/Washington, DC Trustee



Ron McClain Local 147/Des Moines, IA Trustee



José E. Cádiz Local 901/Santurce, Puerto Rico Trustee



John Murphy Local 122/Boston, MA VP-East Region



Jack Cipriani Local 391/Greensboro, NC VP-East Region



Richard Volpe Local 550/New York, NY VP-East Region



Dan DeSanti Local 701/North Elizabeth, NJ VP-East Region



Dotty Malinsky Local 2000/Minneapolis, MN VP-Central Region



Les Singer Local 20/Toledo, OH VP-Central Region



Phil Young Local 41/Kansas City, MO VP-Central Region



Walt Lytle Local 414/Ft. Wayne, IN VP-Central Region



Pat Flynn Local 710/Chicago, IL VP-Central Region



Ken Wood Local 79/Tampa, FL VP-South Region



Tyson Johnson Local 745/Dallas, TX VP-South Region



Jon Rabine Local 763/Seattle, WA VP-West Region



Jim Santangelo Local 848/Los Angeles, CA VP-West Region



Chuck Mack Local 70/Oakland, CA VP-West Region



Robert Bouvier Local 1999/Montreal, QE VP-Canada



Joseph McLean Local 879/Toronto, ON VP-Canada



Garnet Zimmerman Local 31/Vancouver, BC VP-Canada

# KEEP MOVING FORWARD KEEP HOFFA



Jim Hoffa with striking Basic Vegetable Workers in Northern California.

# RE-ELECT THE HOFFA UNITY TEAM IN 2001

www.hoffa2001.com

**TEAM CANADA 2001** IS FOR HOFFA

**UNITED FOR** THE FUTURE!





**Robert Bouvier** Local 1999/Montreal, OE President, Teamsters Canada International VP - Canada

**EQUIPE-CANADA 2001 POUR HOFFA** 

> **UNIS POUR** L'AVENIR!





Garnet Zimmerman Local 31/Vancouver, BC International VP Canada





Joseph McLean Local 879/Toronto, ON International VP Canada

# HELP US KEEP THE TEAMSTERS MOVING FORWARD



The Teamsters are back and we're more unified than ever.

However the dark forces that were part of the past corruption are trying to return to power.

Don't let them weaken us again.

Please help to reelect Jim Hoffa by contributing to the Hoffa 2001 Campaign. Keep our union strong and unified by buying a Hoffa hat, t-shirt or bumper sticker.

> My President is 🔊 Jimmy Hoffa!



#### I'LL HELP REELECT JIM HOFFA FOR PRESIDENT AND KEEP TEAMSTER UNITY

E-Mail

hats @ \$10 ☐ Send \_\_ T-Shirts sizes M-XXL @ \$15 ☐ Send (Sizes 3X and 4X @ \$25) golf shirts M-XL @ \$30 ☐ Send (Size 2X @ \$27, 3X @ \$29 and 4X @ \$30) ☐ Send \_ satin jackets M-XL @ \$100 \_\_\_\_ varsity leather jacket M-XL @ \$225 ☐ Send

bumper sticker @ \$1

This form must be completely filled out and returned with your check or money order to: HOFFA 2001, 6811 W. Roosevelt, Berwyn, It 60402 or call (708) 795-0906 or fax orders to (708) 795-0965. Only active members and their immediate families may contribute.

Name \_\_\_\_\_\_\_PLEASE PRINT Address \_\_ State Zip Local # Phone # SS #

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Hoffa Website	ADD SHIPPING \$5.00 S&H	
www.hoffa2001.com	GRAND TOTAL	

#### REPORT LIV TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: Independent Review Board Grant Crandall Frederick B. Lacey William H. Webster DATED: August 18, 2000

#### I. INTRODUCTION

This is the Independent Review Board's ("IRB") Fifty-fourth Report to you on its activities conducted pursuant to the Consent Order. In this Report, we will discuss matters that have recently come before us, including two new Investigative Reports and the status of pending charges about which we have previously informed you. The progress of these pending charges will be provided in future reports.

#### II. NEW INVESTIGATIVE REPORTS

#### A. JERRY NAVE - Local 295, Valley Stream, New York

On July 13, 2000, the IRB issued an Investigative Report to General President Hoffa concerning Local 295 member Jerry Nave. The Investigative Report recommended that he be charged with failing to cooperate with the IRB by refusing to answer questions during his sworn in-person examination. By failing to answer questions while an IBT member, he violated the IBT Constitution by obstructing, interfering and unreasonably failing to cooperate with the duties of the IRB as set forth in the Consent Decree.

Mr. Hoffa filed the referred charge against Nave and an Article XIX panel held a hearing on August 16, 2000.

#### B. MICHAEL TOMANELLI - Local 813, New York, New York

On July 24, 2000, the IRB issued an Investigative Report to Eugene Maney, Trustee of Local 813, concerning member Michael Tomanelli. The Investigative Report recommended that he be charged with willfully and without justification refusing to answer questions at his sworn in-person examination. Trustee Maney filed the charge against Tomanelli, an Article XIX panel was appointed by General President Hoffa and a hearing has been scheduled for September 14, 2000.

#### III. STATUS OF PREVIOUS IRB CHARGES

#### A. J. D. POTTER - Local 19, Grapevine, Texas

In past issues of the *Teamster* magazine, we informed you that Local 19 President J. D. Potter allegedly testified falsely about the source of a contribution made to the Hoffa Campaign, and also testified falsely to the Election Officer. On November 2, 1999, General President Hoffa issued his decision that the charges be dismissed. The IRB notified Mr. Hoffa that his decision was made without considering all the evidence. On March 16, 2000, the IBT informed the IRB that the statements

made by Potter showed that the charges should be dismissed. The IRB determined that Mr. Hoffa's decision was not adequate and notified Mr. Hoffa and Mr. Potter that it would conduct a hearing on the matter. On August 4, 2000, Mr. Potter signed an agreement to resolve the IRB charges. The agreement is under review by the IRB.

#### B. PASQUALE BAVARO, MARISA GIANNATTASIO AND DAVID BARONCELLI -Local 239, East Meadow, New York

In past issues of the *Teamster* magazine, we informed you that Local 239 members Pasquale Bavaro, Marisa Giannattasio and David Baroncelli allegedly brought reproach upon the union and violated the oath of membership by engaging in a scheme to falsify Local 239's records. Bavaro allegedly engaged in a scheme with Giannattasio and Baroncelli to allow Giannattasio and Baroncelli to falsely maintain union membership. By falsely reporting that Giannattasio and Baroncelli were employed at Linco Electric and by regularly sending monthly dues from Linco for Giannattasio and Baroncelli to the Local as if they were Linco employees, each allegedly caused Local records falsely to list Giannattasio and Baroncelli as employees of Linco.

Trustee Daniel Kane filed the charges and a hearing was held on July 11, 2000, before an Article XIX appointed panel. On July 21, 2000, General President Hoffa notified the IRB that he adopted the panel's recommendations and permanently barred each from the IBT and any IBT-affiliated entity. The IRB has the matter under consideration.

#### C. ALBERT MILLER AND RALPH D'ANDRAIA - Local 239, East Meadow, New York

In past issues of the *Teamster* magazine, we informed you that Local 239 members Albert Miller and Ralph D'Andraia allegedly brought reproach upon the union and violated the oath of membership by engaging in a scheme to falsify Local 239's records. Miller allegedly engaged in a scheme with D'Andraia to maintain false Local 239 records that allowed D'Andraia to maintain false union membership. By falsely reporting that D'Andraia was employed at Alray Car Parts Supply and regularly sending monthly dues and health and welfare contributions from Alray in D'Andraia's behalf to the Local, Miller allegedly allowed the Local records to falsely list D'Andraia as an employee of Alray.

Trustee Daniel Kane filed the charges and a hearing was held on July 11, 2000, before an Article XIX appointed panel.

### D. BERNARD TENNENBAUM, GARY SASS AND FAUSTO MALDONADO - Local 239, East Meadow, New York

In past issues of the *Teamster* magazine, we informed you that Local 239 members Bernard Tennenbaum, Gary Sass and Fausto Maldonado allegedly brought reproach upon the union and violated the oath of membership by engaging in a scheme to falsify Local 239's records. Tennenbaum allegedly engaged in a scheme with Sass and Maldonado to cause the creation and maintenance of false Local 239 records to allow Maldonado to falsely obtain union membership. Due to the false reporting that Maldonado was employed at Formacher Auto Electric and regular submission of dues and monthly contributions by Formacher in Maldonado's behalf to Local 239 and its Health and Welfare Fund, Local 239 records falsely listed Maldonado as a member.

In addition, Tennenbaum and Sass interfered with the perfor-

mance of the union's contractual obligation by allegedly denying a full-time Formacher employee the right to Local membership and benefits as required under Formacher's contract with Local 239. By concealing the employee's employment at Formacher, Tennenbaum and Sass allegedly prevented the Local from enforcing the contract.

Trustee Daniel Kane filed the charges and a hearing was held on July 11, 2000, before an Article XIX appointed panel. On July 21, 2000, Mr. Hoffa notified the IRB that he adopted the panel's recommendation on Maldonado and permanently barred him from the IBT and any IBT-affiliated entity. The Tennenbaum and Sass matter remains with the IBT and the IRB has the Maldonado matter under consideration.

#### E. ANTHONY EVARISTO AND MILTON WARREN - Local 239, East Meadow, New York

In the last issue of the Teamster magazine, we informed you that former business agents Anthony Evaristo and Milton Warren allegedly brought reproach upon the IBT by completing and submitting false Local business records, time allocation sheets. Evaristo and Warren, in ten and four instances respectively, allegedly falsely recorded that they had done Local 239 Pension Fund work on behalf of a company which in fact did not have a pension obligation under its contract with Local 239. These forms were used to calculate reimbursement of money over the course of a year to the Local from the Pension Fund for work allegedly done by them on behalf of the Pension Fund. In submitting these records, they allegedly falsified Local business records and embezzled from the Local's Pension Fund as the Fund paid money to the Local on the basis of these forms. Each did this in violation of his fiduciary obligation as a Trustee of the Pension Fund.

General President Hoffa appointed a hearing panel which held a hearing on August 9, 2000.

#### F. ANTHONY MICELI - Local 239, East Meadow, New York

In the last issue of the Teamster magazine, we informed you that former Local 239 Principal Officer Anthony Miceli allegedly brought reproach upon the IBT by embezzling and unlawfully converting to his own use the funds of Local 239, by breaching his fiduciary duties to members and by violating the Local Bylaws. He allegedly sought and received bonuses totaling \$8,100 in violation of the Local Bylaws and without the approval of the Executive Board or the members of Local 239. Also, he allegedly authorized bonuses to Local employees totaling \$20,085 and salary increases to five employees totaling \$14,580 in violation of Local Bylaws and without the approval of the Executive Board or the members of Local 239.

General President Hoffa appointed a hearing panel which held a hearing on August 9, 2000.

#### G. CRAIG KIRCHNER - Local 247, Detroit, Michigan

In past issues of the Teamster magazine, we informed you that former Local 247 Vice President and Business Agent and current member Craig Kirchner allegedly brought reproach upon the IBT by accepting and keeping money from an employer in violation of federal law and by converting Local money when he failed to report the receipt of this payment and to forward the payment to the Local. A Joint Council 43 panel held a hearing. In its July 7, 2000 decision, the Joint Council 43 Executive Board accepted the hearing panel's recommendations which found Kirchner guilty of breach of his fiduciary duty and of bringing reproach upon the Union by unlawfully accepting money from an employer. The Executive Board approved a suspension from his employment and duties of Local Union office, without pay, for a period of one year. The IRB has the matter under consideration.

#### H.LAWRENCE P. BRENNAN, COLONEL W. MYERS, ROBERT F. HOLMES, JR., FRANK WALKER, RICHARD GREMAUD AND CHARLES ISOM - Local 337, Detroit, Michigan

In the last issue of the Teamster magazine, we informed you that Local 337 President Lawrence P. Brennan, Secretary-Treasurer Colonel W. Myers, Vice President Robert F. Holmes, Jr., Recording Secretary Frank Walker, Trustee Richard Gremaud and Former Trustee Charles Isom allegedly brought reproach upon the IBT by applying moneys received by Local 337 by way of dues, assessment and other similar levies to promote the candidacy of the incumbent Local 337 officers' slate in the 1997 Local Officer Rerun Election. The report alleged that each schemed to disguise this conduct through apparently legitimate bonuses and raises. They allegedly voted an in-lieu-of-salaryincrease bonus, increased the annual Christmas bonus from the two and one-half weeks pay that had been awarded in previous years to five weeks pay, and authorized a salary increase of one hundred dollars a week. The second bonus and the Christmas bonus payments were made earlier than authorized, allegedly to replace the payments each made to finance the re-election campaign in the 1997 Local Officer Rerun Election.

General Secretary-Treasurer Keegel notified the IRB that General President Hoffa recused himself from consideration of the charges. Mr. Keegel filed the charges, an Article XIX panel was appointed and hearings were held July 24 to 26, 2000. A continuation hearing has been scheduled for August 24, 2000.

#### I. HAROLD BRANCHE - Local 771, Lancaster, Pennsylvania

In past issues of the Teamster magazine, we informed you that Local 771 member Harold Branche allegedly brought reproach upon the IBT, embezzled money from Local 771 and violated his fiduciary responsibility to the members by causing payments to be made to himself and another member without approval and disclosure to the Local's Executive Board and members. Branche signed an agreement wherein he agreed to serve a suspension from membership in the IBT and Local 771 for five years and to repay \$4,379.39 to Local 771. On July 13, 2000, the IRB approved the agreement and forwarded it to Judge Edelstein.

#### J. IVAN CERINA AND ALBERT DESTEFANO -Local 806, Garden City, New York

In past issues of the Teamster magazine, we informed you that Local 806 members Ivan Cerina and Albert DeStefano allegedly brought reproach upon the IBT by refusing to appear for their sworn in-person examinations. Trustee Joel LeFevre filed the charges, General President Hoffa appointed a hearing panel, and a hearing was held on May 10, 2000.

On June 21, 2000, General President Hoffa permanently barred DeStefano from Local 806 and the IBT. On July 11, 2000, the IRB notified Mr. Hoffa that his decision was not inadequate.

On July 7, 2000, the IRB notified hearing panel chairman Ernie Soehl that the panel must consider whether the evidence before it clearly showed that Cerina failed to cooperate with the IRB. On July 11, 2000, Cerina appeared for the IRB's rescheduled sworn examination; however, that appearance did not cure the prior failure to appear. The IRB has requested that the hearing on the charge against Cerina be held.

#### K. DONALD CALAGNA - Local 806, Garden City, New York

In past issues of the *Teamster* magazine, we informed you that former Local 806 Secretary-Treasurer and current member Donald Calagna allegedly brought reproach upon the IBT by seeking and receiving salary increases and bonuses totaling more than \$69,000 in the absence of approved Bylaws and without the approval of the members of Local 806. Trustee Joel LeFevre filed the charges, General President Hoffa appointed a hearing panel, and a hearing was held on May 10, 2000. In his decision of June 28, 2000, Mr. Hoffa suspended Calagna from membership in the IBT for three years. During this time, Calagna shall not be eligible to serve in any capacity, including as an employee or consultant, by the IBT or any IBT affiliate. The IRB has the decision under consideration.

L. BASIL McDONALD - Local 815, Englewood Cliffs, New Jersey

We have previously informed you that Local 815 former Trustee and Business Agent Basil McDonald brought reproach upon the IBT by allowing employers to maintain sham collective bargaining agreements after he negotiated the agreements and by allowing the company owners to fraudulently maintain membership in Local 815. McDonald signed an agreement wherein he agreed not to hold membership in the IBT or any position with Local 815 or any IBT-affiliated entity, whether paid or unpaid, for three years. The agreement was approved by Judge Edelstein on July 5, 2000.

M. JOINT COUNCIL 69 - Indianapolis, Indiana

In the last issue of the *Teamster* magazine, we informed you that Joint Council 69 is alleged to be a non-functioning entity which is used solely to launder money, siphoned from the members under the guise of a Joint Council per capita tax on the member Locals, into the Indiana Conference Severance and Retirement Plan. In 1994, the Joint Council Executive Board allegedly devised a scheme to obtain members' money to fund additional benefits for themselves unrelated to any Joint Council purpose.

From 1994 through December 1999, pursuant to this scheme, \$894,865 was transferred from the Locals to the Joint Council. The Joint Council ultimately transferred \$893,553 into the Severance and Retirement Plan. The Joint Council allegedly performed no union service or operation for the approximately \$900,000 it extracted from the members. The transfers were totally unrelated to any Joint Council business or goal. They were done solely for the individual benefit of its delegates.

On June 1, 2000, Mr. Hoffa appointed Dennis Hands of Joint Council 43 as his Personal Representative to Joint Council 69. He also appointed a three-member panel, which held a hearing on July 10, 2000.

#### IV. TOLL-FREE HOTLINE

Since our last report to you, the hotline has received approximately 55 calls reporting alleged improprieties. As in the past, all calls which appeared to fall within IRB jurisdiction were referred for investigation. Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

Continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (1-800-225-5472). If you are calling from within Washington, D.C., dial 434-8085. The IRB facsimile number is 202-434-8084.

#### V. CONCLUSION

As always, our task is to insure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities. If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline noted above or you may write to either the IRB Chief Investigator or the IRB office:

Charles M. Carberry, Chief Investigator 17 Battery Place, Suite 331 New York, NY 10004

Independent Review Board 444 North Capitol Street, NW Suite 528 Washington, DC 20001 ONNIE GREEN HAS DELIVERED CHRISTMAS GIFTS IN
MID-SUMMER, WELL AFTER
DARK, TO FAMILIES IN
KNOXVILLE'S MOST TROU-

BLED HOUSING PROJECTS. DRESSED IN FULL SANTA

REGALIA, HE'S HELD DYING CHILDREN IN HIS ARMS AS

THEY RECATHED THEIR FINAL REPATHS.

For Green, president of Teamsters Local 519 retirees chapter, Christmas can't come just once a year. Too many children, he says, might miss out on the joy a visit from Santa can bring.

So, from his workshop on Santa Claus Lane on the outskirts of Knoxville, Tenn., Green delivers the spirit of Christmas on a daily basis — throwing in necessities like food, diapers and clothing when he passes out presents to children beset by terminal illness or living in poverty.

He cites the conditions that led to his 12-year career as a benevolent soul in a bright red velvet suit: In the Knoxville area, Green says, wages hover around an average of \$8 an hour. Most families don't have health insurance or other benefits.

He sets up shop in tractor-trailer rigs — Dolly Parton donated a sleigh that Green and his wife Kathy sit in as Mr.



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"I FEEL LIKE I'VE HONESTLY MET SOME ANGELS I MET THEM, AND THEN THEY JUST DISAPPEARED OFF THE FACE OF THE EARTH."

-RONNIE GREEN, TEAMSTERS LOCAL SIQ RETIREES CHAPTER

gle parent and you're hungry, we go in after dark. We don't want anyone to be embarrassed."

Annually, he greets 3,000 to 10,000 children dressed head

to toe in Santa duds — anywhere from 20 to 75 are dying of cancer or leukemia.

His reputation has spread so far, Green says, he worries little about how he'll provide aid to children. How many helpers does he have? "Ever how many I need," Green said matter of factly.

Green summons mechanics to help repair cars for needy families passing through the area. Law enforcement officers know to send families facing

certain tragedy to Green for help. Fellow Teamsters have helped repair homes and put on roofs. He's even called for help from a nearby tavern — and the patrons came straight to Green's shop.

Green is grateful, he says, to those who have helped the Year Round Santa program with donations of money, vehicles and goods. But he says it is he who has received the most from the children he visits.

"I feel like I've honestly met some angels," Green said. "I met them, and then they just disappeared off the face of the earth."

# FORGET THE SLEIGH, SANTA DRIVES ATRUCK

TENNESSEE TEAMSTER MAKES CHRISTMAS A YEAR-ROUND EVENT

and Mrs. Claus — marked with a "Year-Round Santa" logo. The doors and seats of the tractor are custom-embroidered with festive holiday designs.

And his fleet of nine trucks and 28 trailers go everywhere from shopping mall parking lots to the winding roads of nearby Jelico Mountain.

"We set up under the canopy of heaven," Green said.

But delivery of the goods donated from businesses and

"I operate like a thief in the night," he said. "If you're a sin-

#### SPEAKING DUT

#### Keep It Up

The July/August 2000 issue of *Teamster* is very good reading. As a member of Local 421, I enjoy reading our publication and am proud of the work you perform on our behalf.

Who knew attorneys would need
Teamster membership? Teamster solidarity
is needed in this divided society.

Bill Cullen

Local Union 421 Dubuque, Iowa

#### **New York Teamsters Love Hillary**

I am writing about the rally at my Local 282 for Hillary Clinton. I was honored that the First Lady and Mr. Hoffa chose my local to host such and important event. I was filled with pride at being a Teamster when we announced our support for the First Lady for U.S. Senate.

As a Teamster I believe we all must get involved in order to make sure she wins. That is why I joined Hillary's campaign, and I hope that we get the message out to all Teamsters in New York to get involved — no matter what they can do.

I took my son Scott, to show him that we are the greatest union in the world. The conly way we will stay that way is to show our children what it means to be a union member. The children are our future. And if we don't teach them who will. Thank

YOU. William S. Somerville Local Union 282 New York

#### Fight for Public Employees

I would like to submit the idea of covering the plight of Teamster Public Employees and the special problems they encounter. As a steward for Local 214 in Michigan at the Cass County Road Commission, we were not only stripped of our right to strike, but also subjected to the specter of privatization.

Because we don't possess the right to strike, our stance in undermined in both the areas of contract negotiations and the ability to raise our voices to gain recognition. Although it has been said that the political process allows us to vote in or out our bosses, we lack the ground swell of grassroots movement with its attending funds to fully make a positive political

change in our future.

Despite rumors to the contrary, public sector employees are hard working individuals. The image of us "leaning on our shovels" until quitting time is untrue. I remember someone once asking me why our truck drivers were not out plowing the roads during a severe winter storm with zero visibility. Their question was replied with "you wouldn't drive in this weather for a million dollars, don't expect us to for a lot less."

Robert Parrish, Steward Local Union 214 Detroit, Michigan

#### **Build the Strike Fund**

I worked for Yellow Freight System for 25 years and retired in September of last year. Our union was strongly united then. It is stronger in retirement now. But it is very weak when it comes to a strike fund.

Without a strong strike fund, we will not be able to stand against big business. We can make a strong strike fund the same way the DRIVE fund works. We could start by contributing \$5.00 a week to a strike fund. Your Social Security number would keep up with it. When you retire you would get everything except what you were paid while you were on strike. No interest will be paid. The money would be put into a high yield account. The interest would go to a cost of living raise for retirees who have retired on so little. Donald L. True, retired Local Union 480 Eagleville, Tennessee

#### Before You Vote, Ask Yourself, Who Are Your Friends

In November, we will be voting for a new President. For all Teamsters that are voting for George W. Bush and Dick Cheney — ask yourselves — what good have the Republicans ever done for the unions?

Everything that may have benefited the blue-collar worker has always been fought by Republicans. They say they are the Party of the Family, however, they fought the Family Leave Act, minimum wage, fought to kill the 40-hour work week and to replace it with flex time to be used at company convenience. For every one Democrat that voted for NAFTA, two Republicans voted for it.

A Republican President, Senate and Congress would be a major setback for unions across the nation.

Rudy Starr Local Union 705 Chicago, Illinois

#### I Work for Me

I'm a UPS delivery driver since 1995, and I welcome the small, yet informative, periodical you send. My one suggestion is that instead of saying 'works for' when referring to a person's employer, use 'is employed by'.

I can't speak for all my fellow Teamsters, but I work for me. I work to earn money to live the lifestyle I choose to, and maybe even improve upon it from time to time. I don't work for anyone else, to put money in their pockets, or have them take credit for the fruits of my labor. It may be nitpicking, but I believe this change would help further our sense of pride as well as solidify our identity as the people that keep a company going instead of being a dependant of that company.

David K. Schenfelt Local Union 384 Norristown, Pennsylvania via email

#### **Going for Gore**

I am a proud retired Teamster for over 40 years. I find it hard to believe that we still have fellow Teamsters that are looking at the Republican platform.

The Republican Party is an anti-union organization.

We have a Republican Governor who is also anti-union. She likes to privatize groups. She has privatized our motor vehicle system, which now is causing havoc to the New Jersey drivers. She is now attempting to privatize the security guards at our prisons.

So fellow members stay with the party that has feelings for the working person and respects the unions of this country. That Party is the Democratic Party. Vote for Al Gore.

Dom Cipolla, retired Local Union 676 Vineland, New Jersey

"Speaking Out" is the letters-to-the-editor section of the Teamster magazine. Send letters to 25 Louisiana Ave., NW, Washington, DC 20001 or feedback@teamster.org. Letters may be shortened due to space limitations. Please include your Teamster local number when you write.

# Every Teamster is an Organizer

#### www.teamster.org

provides valuable information for prospective members interested in joining the Teamsters. The site:

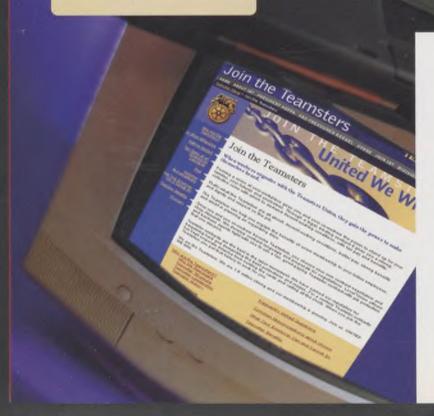
- Educates visitors about organizing campaigns:
- Answers frequently asked questions:
- Dispels common misconceptions;
- Highlights the benefits of what a union contract means for workers and their families

When someone asks you about becoming a Teamster-send them to JOIN THE TEAMSTERS at:

www.teamster.org.

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INTERNATIONAL RROTHERHOOD OF TEAMSTERS

DECEMBER 2000



# Teamster Victory at Dobbs

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AIRLINE FOOD WORKERS JOIN TEAMSTERS

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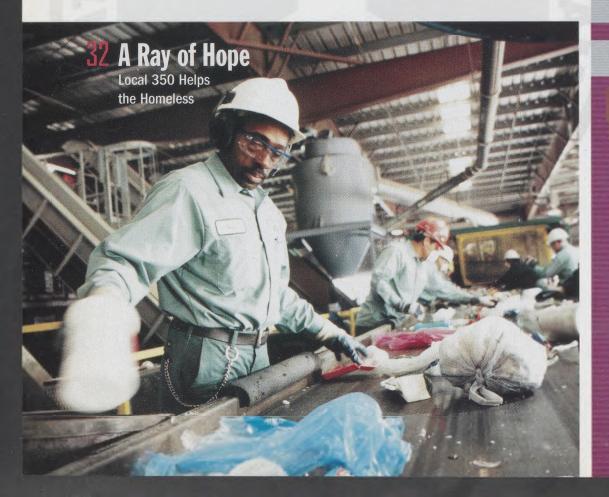
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A MESSAGE FROM THE GENERAL PRESIDENT

# Shaping the Future

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ith the holiday season upon us, now is the time to look back at the year to review our challenges and our achievements. And as we assess our past, it is also the opportunity for us to set our course for the future.

In 2000, Teamsters proved once again that we don't walk away from the tough fights. At UPS, we won a landmark arbitration that makes the company honor its obligations. We stood tall at Associated Wholesale Grocers and broke the company's lockout. We fought a difficult and uphill battle against PNTR for China. And at Overnite and our nation's ports we continue to support our brothers and sisters in their struggles for justice.

#### **Teaching a Lesson**

We know that good contracts build strong communities. When we win a battle – like the 11-week strike against Pepsi at Local 792 (see page 4) – it benefits not just the members who walked the picket line, but their neighbors and community.

It also benefits our children and our grandchildren. We are teaching our children that standing up for what is right is necessary. In fact, it is our duty as citizens to fight for dignity and respect.

There are many people who balk at the fight. They hide and place their confidence in the hands of employers. Management preys on this weakness by distributing promises like candy during organizing drives and quickly reneging if the workers lose the election. But management must be held accountable.

As Teamsters we stand up and tackle the challenges that imperil working families.

#### **Funding for our Future**

The James R. Hoffa Memorial Scholarship Fund embodies our spirit. While we work to care for our families today, we are also preparing for our children's tomorrows.

For more than three decades, the Teamsters have given \$75,000 in scholarships to deserving sons and daughters of members. The new memorial scholarship (see story page 5) better equips Teamster families to meet the rising costs of education.

Now in 2001, we have created a standalone, tax-exempt scholarship fund. It is a fund that will quadruple our annual awards. Instead of giving \$75,000 to deserving Teamster children, we will provide \$300,000 in scholarships.

And we're not stopping there. We are looking to build the fund even more, and reach out to students who are interested in attending trade schools.

My father would have been proud of the new scholarship fund, and he would be honored that the awards are given in his name. And I am proud of how much Teamsters nationwide have accomplished over the last year. Many challenges lie before us in the new millennium, but I am confident we can handle them, because united we will continue to win.

Fraternally,

James P. Hoffa

# A Prescription for Disaster

**NYC Moves to Cut Local 237 Teamster Safety Officers** 

ew York City Hospital police officers stepped up their fight against the privatization of their jobs.

The 850 officers, members of Local 237, provide security to the city's public hospitals. In the past two months, Local 237 has held five rallies that have gained the support of hundreds of hospital employees including the doctors and nurses.

"Privatizing these jobs poses a grave danger to doctors, nurses, patients and citizens of New York City," said

"Any decision to replace an experienced, trained team of professionals with a transient and unmonitored private security workforce is ill-conceived."

- CARL HAYNES, LOCAL 237 PRESIDENT

Carl Haynes, Local 237 President. "Any decision to replace an experienced, trained team of professionals with a transient and unmonitored private security is ill-conceived."

Still the Health and Hospital's Corporation (HHC) claims that privatizing the workforce will save the city money - a claim that isn't backed up by the facts. New York City Comptroller Alan Hevesi, who has attended every Teamster rally, called the claim that privatizing security would save \$10 million dollars "bogus" and

"bad public policy."

Haynes believes that the privatization efforts is retribution for Local 237's legislative campaign to provide firearms to the officers.

"HHC told us they would

privatize Hospital Police if we were successful," Haynes said. "We won the legislation, Governor Pataki vetoed, but HHC is following through on its threat anyway. We will not stand for this."

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General President 25 Louisiana Avenue, NW Washington, DC 20001

General Secretary-Treasurer 25 Louisiana Avenue, NW Washington, DC 20001

VICE PRESIDENTS AT-LARGE Randy Cammack 845 Oak Park Road Covina, CA 91724

Fred Gegare 1546 Main Street Green Bay, WI 54302

Chester Glanton 300 S. Ashland Avenue Chicago, IL 60607

1 Hollow Lane Lake Success, NY 11042

Ralph Taurone P.O. Box 30749 Salt Lake City, UT 84130

TEAMSTERS CANADA Robert Bouvier, President Teamsters Canada 2540 Daniel Johnson Suite 804 Laval, Quebec, Canada

Larry McDonald P.O. Box 295, St. Albert, Alberta Canada, T8N 1N3

H7T 2S3

Joseph McLean 460 Parkdale Ave. N., Hamilton, Ontario Canada, L8H 5Y2

CENTRAL REGION Patrick W. Flynn 4217 South Halsted Street Chicago, IL 60609

Walter Lytle 2644 Cass Street Fort Wayne, IN 46808

Dotty Malinsky 9409 Yukon Avenue S. Bloomington, MN 55438

Lester A. Singer 435 South Hawley Street Toledo, OH 43609

Philip E. Young 4501 VanBrunt Blvd. Kansas City, MO 64130

**EASTERN REGION** P.O. Box 35405

25 Louisiana Avenue, NW Washington, DC 20001

2003 US Route #130, Suite B North Brunswick, NI 08902

Richard Volpe 6 Tuxedo Avenue New Hyde Park, NY 11040 SOUTHERN REGION Ken Wood 5818 E. MLK Jr. Bivd. Tampa, FL 33619

THAT'S NOT TH

Dallas, TX 75217

Jim Santangelo 9960 Baldwin Place El Monte, CA 91731

WESTERN REGION TRUSTEES Jose E. Cadiz 352 Del Parque Street San Juan, Puerto Rico 00912 Chuck Mack P.O. Box 2270 Oakland, CA 94621

Jon Rabine 553 John Street Seattle, WA 98109 2425 Delaware Avenue Des Moines, IA 50317

John Steger 3100 Ames Place, N.E. Washington, DC 20018

# Red Cross Caught Red-Handed

**Local 340 Wins First Contract** 

Maine Red Cross Blood Services is a rogue employer. During the campaign to organize the nurses, technicians and support staff in Bangor and Portland, Red Cross managers threatened to stonewall during contract negotiations. They have done just that, for more than a year.

But the Red Cross has been more blatant than that in its drive to undermine Local 340. Dragging out negotiations for a first contract is a fairly typical bosses' strategy. Implementing a two-tier pay scale, with fatter raises for non-union workers, is not. It's flagrant, shameless and entirely illegal.

#### **Doing What's Right**

Once the Red Cross implemented its two-tier pay scale, Local 340 filed unfair labor practice charges at the National Labor Relations Board (NLRB). They also served notice, as

required by Maine law, starting the countdown to a strike over Red Cross lawlessness. In Doing what's right is supposed to be what the Red Cross is all about in the first place.

contrast to their employer, everything the Teamsters did was by the book.

And then they took the extra step. There was an ongoing blood supply shortage in Maine. In deference to the public interest, rather than strike, they called in a federal mediator while pursuing their complaint before the NLRB.

Their faith in doing what's right paid off. The NLRB issued a decision slamming the Maine Red Cross. The 43 Red Cross Teamsters will now get the 3.5 to 5 percent raises their non-union colleagues got, retroactive to July 1. All concerned are hoping the

Maine Red Cross can learn from its
Teamster workers.
Doing what's right is supposed to be what the Red Cross is all about in the first place.

# The Cost of Doing Business

**Corporations Spend \$113 Million to Pass PNTR** 

What's the bill for PNTR?

According to Public Citizen Global Trade Watch, business groups spent \$113 million in their efforts to pass Permanent Normal Trade Relations with China.

"Despite all of their money, we fought this issue hard on principle and with the power of people. While we may not have won the vote, we put the issue before the American people, when business leaders would have rather kept it a dirty trade secret," said Mike Mathis, Teamsters Government Affairs Director.

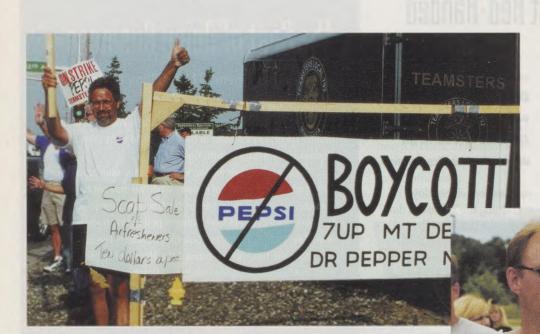
The trade bill – which passed the House of Representatives in May – was signed into law in October. It ended the 20-year annual practice of reviewing China's trade status and guaranteed Chinese products low-tariff access to the U.S. market. The bill will cost American workers thousands of good paying manufacturing jobs.

Public Eitizen estimates that business spent \$31.2 million lobbying Congress, \$13.75 million on advertising and \$68.2 million in political contributions to boost support of the bill.





#### TEAMSTER NEWS



"Pepsi thought we'd be hurt so bad and need the work that we would gladly take their offer. They didn't realize that we were determined to stay out for as long as it took."

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— JEFF CHRISTENSEN, LOCAL 794

# The Pepsi Challenge

Minnesota Teamsters Beat Pepsi With 11 Week Strike

A ll things being equal, Jeff Christensen would rather spend his free time on the golf course. But Christensen, a 24-year Pepsi driver and Local 792 member traded in his nine-iron for a strike sign and walked the picket lines for 11 weeks.

He joined more than 400 Teamsters at the Pepsi Bottling plant in Burnsville, Minnesota who were left with no choice but to strike when the company gave them a new contract offer without significant pension improvements.

"There are lots of ways I would have rather spent my summer, but we knew what

had to be done," said Christensen. "We knew that the fight would be long, but that if we held together that we would win."

The fight was hard but the members weren't alone. In addition to the 150 Teamsters walking picket lines at the plant, Teamster spouses mounted a massive letter writing campaign. U.S. Senate candidate Mark Dayton wrote letters to Democrat Farm-Labor party activists asking them to boycott Pepsi products, and Teamsters General-Secretary-Treasurer Tom Keegel came to personally rally the troops.

Halfway through the summer, Pepsi made the serious mistake of underestimating the Teamsters resolve when they made another offer. It was rejected nearly unanimously.

"Pepsi thought we'd be hurt so bad and need the work that we would gladly take their offer. They didn't realize that we were determined to stay out for as long as it took," Christensen said.

Although Pepsi is notorious for never improving on a "final" offer, the Teamsters unity finally wore them down.

"Hauling around cases of soda is a hard job that takes a toll on a worker. We were determined to get these contract improvements so that our members can begin to retire earlier with better pensions," said Larry Yoswa, Local 792 Secretary-Treasurer.

In the end, the company blinked first and improved up their own so-called "final offer." By a 2-1 margin, the members approved a contract that includes:

- Increased monthly pension benefits from \$43 to \$52 per year of service
- Reductions in the penalty for workers who retire before age 62
- Increased wages by 2.7 percent

# Overnite Update

#### Company racks up NLRB charges, rejects cash offer for buyout

vernite Transportation Company, already the target of more than 1,000 National Labor Relations Board (NLRB) charges of violations from intimidation to unlawful discharge, now faces even more egregious charges of unlawful behavior.

Overnite employees have reported that the company has encouraged people to lie about the Teamsters. And the Overnite has paid thousands of dollars to an employee who agreed to lie and damage company equipment.

While the charges pile up, Overnite's owner Union Pacific has again rejected a cash offer to buy the trucking unit, with officials ironically denouncing the most recent \$300 million bid as coming from a "bottom feeder."

"The value of Overnite is dropping by the quarter," said David Cameron, Overnite Strike Coordinator. "It may have been worth \$450 million in the summer of 1998. Analysts we talk to now say it's worth about \$275 million. Overnite's value is melting like ice cream in July."

At the same time, the company's credibility has completely disintegrated.

#### Credibility

Among the affidavits filed by the workers that allege wrong-doing:

Anthony Holly, a driver in Jackson, Tennessee, admitted to giving false testimony to the NLRB at the behest of the

company. He was also solicited to damage Overnite equipment and paid \$22,500. The money was wired into Holly's bank accounts with the help of Gordon McKenzie, Overnite's Vice President of Operation Strategy.

G.W. Williams, a Yellow Freight driver, witnessed a terminal manager's alleged involvement in an arson fire at the Tupelo, Mississippi, site.

Charles Friskey, a Rochester, New York employee, says he was offered \$500 in "bounty money" to say he saw Teamsters damage Overnite equipment. Overnite managers in Farmingdale, New York, and Philadelphia, Pennsylvania made the offer.

Dale Watson, a former



Memphis, Tennessee, Operations Manager, says Overnite kept a hit list of union supporters and told supervisors to create reasons to discipline or fire the union activists.

Testimony from a current NLRB Administrative Law Judge hearing indicates Overnite organized a "scab platoon" of about 40 supervisors and employees who were sent to various service centers to create evidence of alleged misconduct by union supporters.

"It may have been worth \$450 million in the summer of 1998. Analysts we talk to now sav it's worth about \$275 million. Overnite's value is melting like ice cream in July."

----DAVID CAMERON, OVERNITE STRIKE COORDINATOR

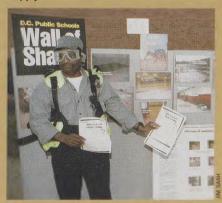
### Knocking Down the "Wall of Shame"

#### **Local 730 Fights to Improve Schools**

Local 730 members recently handbilled an "Education Town Meeting" and informed city residents about the deplorable conditions of public school buildings in Washington D.C. At schools throughout the District, ceilings are collapsing, leaky roofs are causing walls to crumble and even essential items like light bulbs are in limited supply.

Still the school district is paying millions of dollars to outside contractors who are not addressing the problem. Despite the school system's \$100 million contract with the U.S. Army Corps of Engineers, school building conditions have continued to deteriorate.

"The horrendous physical conditions of our schools creates a negative learning environment for students," said Curtis Downs, a Local 730 chief D.C. schools steward. "How can we expect them to learn, if they're worried about the walls crumbling around them."



5



#### TEAMSTER NEWS

# **Building the Future**

James R. Hoffa Memorial Scholarship to Quadruple Previous Program Awards



In 2001, the fund will award \$300,000 in college scholarships to 75 Teamster students - making it one the most generous and far-reaching programs in the nation.

The new award level quadruples the previous awards given by the Teamster

"My father believed that education should be available to everyone. By building this fund, we will put his belief into action and help send four times as many Teamster sons and daughters to college."

- JAMES P. HOFFA, TEAMSTERS GENERAL PRESIDENT

National Scholarship, which awarded \$75,000 annually to deserving students.

"My father believed that education should be available to everyone. By building this fund, we will put his belief



into action and help send four times as many Teamster sons and daughters to college," said James P. Hoffa, Teamsters General President.

Twenty-five of the scholar-ships will be awarded as \$10,000 scholarships disbursed at the rate of \$2,500 annually for four years. The remaining \$50,000 will be awarded as 50 \$1,000 one-time scholarships. Fifteen scholarships will be awarded in each region.

#### A Wildly Successful Fundraiser

While in previous years, the \$75,000 in annual scholarships came from the Teamsters General Fund, the new James R. Hoffa Memorial Scholarship is entirely self-sustaining.

The new award level was made possible by the success of the first ever James R. Hoffa Memorial Scholarship Golf Tournament. This fundraiser allowed the fund to increase its scholarship awards and build an endowment for the future.

#### **Looking to the Future**

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In addition to the changes in the award amounts, a new subcommittee is exploring the possibility of awarding scholarships to attendees of trade and vocational schools.

"We know that learning occurs not just in the academic classroom, but in vocational and trade schools," said C. Thomas Keegel, Teamsters General Secretary-Treasurer and treasurer of the scholarship fund "Just as we have built the new fund, we are looking for continued growth so we can assist other Teamsters who are looking to improve their lives in other educational arenas."

For more information contact your local union office or visit www.teamster.org

# Keeping AirTran Flying

**Teamster Mechanics and Inspectors Sign New Pact** 

ore than 350 Teamster mechanics and inspectors at AirTran Airways are enjoying a new five-year contract.

The workers, who are members of Local 528 in Atlanta, Georgia, will gain wage increases, job security and a generous companyfunded pension plan. Additionally, the contract provides an apprentice cooperative

work-study program, which is designed to further develop licensed airframe and powerplant mechanics for future employment at AirTran.

"This is a great contract that provides hourly rates topping out at \$28 per hour," said Ken Hilbish, Teamsters Local 528 President. "Our members' commitment to the airline was recognized and honored in this contract."



Rising to the Occasion

**Project RISE Joint Council Coordinators and Task Force Work in Unity** 

ocal 81 Secretary-Treasurer Harold MacKenzie has a new role in the Teamsters. The Oregon Teamster was recently assigned as Joint Council 37's Project RISE Coordinator. MacKenzie, was one of the first drivers hired by Roadway in the Portland area and became the first driver out of the Portland barn to log over a million miles of safe driving. Now, he is equally committed to making the Teamsters' Project RISE a success.

"This is such an important step for our union to take," MacKenzie said. "By demonstrating that the Teamsters can take care of our own affairs, we can show the federal government that their presence is no longer needed in our union."

MacKenzie is not the only one excited about Project RISE. The RISE Task Force —

22 Teamsters from all levels and geographic areas of the union - are enthusiastic about the code. Their hard work has created a Code of Conduct that establishes ethical standards that are enforced in a fair, impartial way.

But, the code is not a product of just the Task Force. All Teamsters had a chance to shape the code, thanks in no small part to the role played by MacKenzie and the other Joint Council representatives.

"We worked hard to ensure that every local within our Joint Council had the opportunity to attend at least one meeting to give their thoughts on the Code," said Joe Silva, the Project RISE representative from Oakland's Joint Council 7.

And, the role of the coordinators is not over. In the new

year, Project RISE will turn its focus to education and training. "It would be unfair to implement the Code without Teamsters knowing what's in it," said Silva. He wants every one to know that an extensive education process will be

undertaken in 2001.

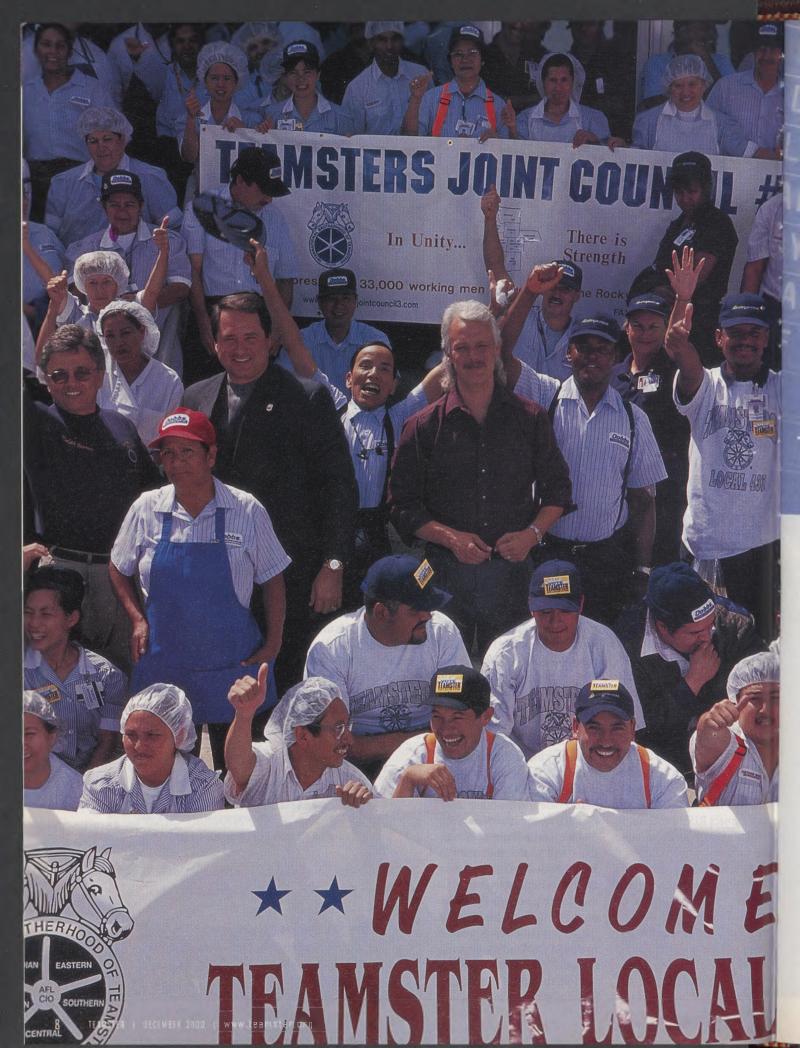
"Project RISE will show the government that the Teamsters will protect our members from corruption," Mackenzie said. "It will be nice to get out from under their thumb and run things for ourselves."

#### PHILADELPHIA TEAMSTERS RAISE MONEY TO FIGHT MS

Local 470 Members Raise \$6,700

The Philadelphia Teamsters who participated in this year's Walk to Fight Multiple Sclerosis are the best. They have the awards to prove it.

They won honors for "Largest Group in the Walk" and "Most Money Raised by a Group." In all, a Teamster family group led by Local 470, raised \$6,700.



VESTO

# GATE OF OPPORTUNITY

Teamsters Serve Airline Food Workers

ell may never freeze over. But sometimes a big business does the right thing by its workers—with a little prodding from strong unions.

When the parent company of Swissair paid \$780 million in cash last year to buy Dobbs International, the second-largest airline caterer in the world, it could have challenged its unionized workforce head-on. With 11 AFL-CIO-



affiliated unions representing Dobbs workers, and more than a third of the 11,000-strong workforce still unorganized, management could have driven a wedge between workers. The situation was further complicated by the fact that Dobbs, now controlled by an air carrier, fell under the Railway Labor Act (RLA), requiring a system-wide bargaining unit.

But instead of taking on its workers, Dobbs, now called Gate Gourmet International, Americas Division, met with union leaders and honored its previously unrecognized work-

ers desire to have Teamsters and Hotel Employees and Restaurant Employees (HERE) union representation.



#### WHY DO WORKERS NEED THE TEAMSTERS?

"We need the power," said **Min Jin**, a first cook. "The union is stronger now. If we have a problem, they take care of it." Without the union, he said, "I would get no raise. Maybe I would lose my job, get fired."

"We're talking about making opportunities for ourselves," said Marcos Goday, a lead transportation coordinator. "There's nothing we could do without the union. It gets the people together so you can get things done. The union is there for you to back you up."

"I think the union's been very good for us," said **Saroj Khosla**, a **cook who specializes in Malaysian cuisine**. "When we ask for help, the union always comes and helps us. They always solve our problems." If there was no union, "I would quit—I'm telling you true."

Melanie Garrett, who works at the setup table preparing meals for United Air Lines, said the Teamsters help bridge the language gap with managers, most of whom speak English only. "People know it's better to work with the union because we are all in the United States now, and it helps protect us with the rules."

"They look at me as a mom," said **Helen Skinner**, a **shop steward in Los Angeles**. "I hear all of their problems. They come to me for help filling out papers and for advice. I try to explain to them all the benefits we give them."

#### **Good Workers Need Good Representation**

"We already represented about 3,000 workers, as did HERE, so these guys knew the high quality of work our members provide," said Ralph Taurone, International Vice President and President of Joint Council 3. "They also knew the chaos they faced if air carriers could no longer depend upon a reliable source of food products for their flights."

In addition to organizing the unorganized, the agreement ensures that any increase to the 56 kitchens that Dobbs currently manages will be split between the two unions. The other AFL-CIO unions will continue to represent their own members, who total about 1,000.

Once the RLA decision was made last January, the two unions lost no time pursuing the right to represent the remaining nonunion workers. Then in April, Dobbs said it would recognize the IBT/HERE Employee Representatives' Council.

The Council has received certification by the National Mediation Board, noting that more than half of the existing workforce already work under a contract ad lo Fuerza

Teamsters: Doàn kết, Hãnh diện, Sức Mạnh

Teamsters: Unity Pride Strength

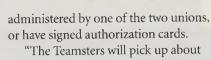
"I like what I do...I like having conversations with other people, and knowing people from other countries." He said Teamsters

membership protects his rights as a worker "so the company can't do anything wrong."

Roberto Aguirie, a lead driver, likes the diversity of his Teamsters shop.







2,500 new dues-paying members," said Ray Benning, Director of the IBT's Airline Division.

#### **Membership Has Its Rewards**

Already, the parties have agreed to terms for a master agreement, providing for an immediate 4 percent raise, with successive annual increases of 3 percent, 3 percent and 4 percent. It was the first, new national contract created under the Hoffa administration.

With workers from more than 15 countries, Gate's diversity is unparalled. Current Teamsters are delighted at the prospect of welcoming new brothers and sisters into their ranks.

"For me, the Teamsters are very good," said Angel Caballero, a customer service representative who has worked for Dobbs in Los Angeles for 18 years. "I have compared what workers have with other employers, and we have the best. The Teamsters Union is my family."



#### "I am more secure because I have the protection of a union contract."

Rienna Flores, who does equipment setup for international flights, points to better wages and her medical plan as reasons why she's proud to be a Teamster.

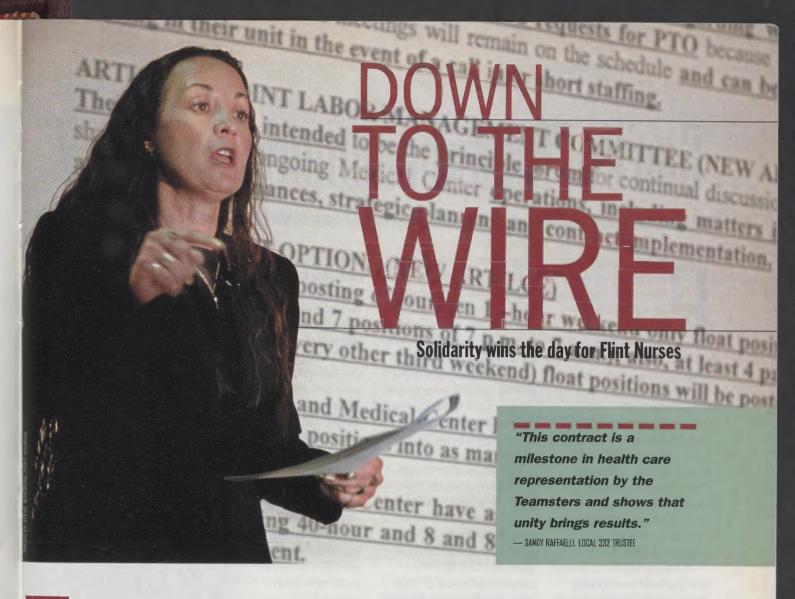


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eamsters took management to the edge of a cliff. Management peered over the edge — and surrendered.

A scant three hours before a strike deadline last June, Local 332 nurses inked a strong contract with Genesys Health System in Flint, Michigan.

"This contract is a milestone in health care representation by the Teamsters, and shows that unity brings results," said Sandy Raffaelli, Local 332 Trustee.

"As our pins read, 'United We Stand, Divided We Beg."

Raffaelli noted that the union led the 1996 organizing effort when four large Flint hospitals merged, beating back a \$2 million union-busting campaign. "This is the same group of nurses, some of whom had never been unionized, that stood together to obtain the best contract we have had in years," she said.

Apparently, Genesys Health System enjoys playing chicken with its workers. A year before the recent settlement, Genesys faced a walkout authorization by 900 house-keeping, maintenance and clerical workers.

#### **More Patients, Less Time**

The key bargaining issues included improving health benefits for retirees and giving nurses the opportunity to spend more time with their patients. Management refused to provide full retirement benefits, despite amassing a pension fund of \$159 million or to give full health benefits to retirees.

In addition, nurses were typically ordered to work four extra hours day after day, filling in for those who were sick or on leave. Even part-time nurses were sometimes assigned to work as much as two full-time shifts straight through, with doubled-up patient loads.

Refusal to work overtime could result in a reprimand.

#### **Bringing It All Together**

But the struggle was worth it. The new pact features pension improvements, restrictions on mandatory overtime, better health care for retirees and new language to improve staffing levels and patient care.

For many of the rank-and-file and those involved in the talks, a big share of the credit goes to Local 332 President Nina Bugbee. "I think she should be named Woman of the Year," said Raffaelli.

Bugbee credits cohesion in the bargaining unity for her local's victory. "In three years, we established unity across the board," she said, pointing to 35 union meetings over six months that attracted up to 650 of the 758 bargaining unit members, and a 96 percent strike vote. "It was fabulous how the nurses responded."

## 'Can't afford it anymore'

Port Teamsters protest unpaid hours, low wages and high price of diesel at 16 North American ports

atrick Thomas' 1996
pale green Western
Star tractor sat idling
all day October 4
outside the gates of
Dundalk Terminal in
Baltimore, Maryland. Ordinarily, he'd have been inside
the terminal, waiting for a
container to haul.

Lord knows, he needs the work: Payments on his truck run \$1,636 a month. Fuel costs another \$1,000 each week. Throw in tolls, bobtail insurance, meals, tags, highway use fees and Thomas' expenses outstrip his income as a port container hauler.

"I just cashed in my second IRA and borrowed \$2,000," Thomas said. "Truck stops can raise the price of food. Garages can raise their hourly rates. Oil companies can raise the price of fuel. Everybody can raise their rates. But I can't. I'm mad as hell and I

can't afford it any more."

So Thomas, 48, joined Port Teamsters throughout North America for October's one-day rally to protest unpaid hours spent waiting at ports for loads; inconsistent and wildly divergent rates of pay; and the upward spiral of fuel prices – all of which conspire to drive down the drivers' wages. Forget benefits: port drivers have none.

"In Jacksonville, Florida, and Hampton Roads, Virginia, the protests were so massive that work at those ports temporarily ground to a halt," said George Cashman, Teamsters Port Division Director and Local 25 President. Port Teamsters delivered copies of the Port Truckers Bill of Rights to port administrators in New Orleans and Portland, Oregon.

Thomas is among thousands of port con-

tainer-haulers who carry steamship loads as independent owner-drivers and operate at the whim of the steamship lines and brokerages that hire them.

The Teamsters Port Division has set out to negotiate a coast-to-coast agreement to bring union representation, fair pay and safe working conditions to these beleaguered drivers. Currently,

the container-haulers are forbidden to organize under federal anti-trust legislation in the United States, but are treated as employees in virtually every other respect.

In Savannah, Georgia, for example, companies threatened drivers' jobs if they participated in the rally, said Jim Stewart, Port Teamster and organizer.

"These companies really, really show control. They sure tell you what to do," he said. "But when it comes down to asking them the question, 'Are these drivers your employees?' they say 'No, no, no.'"

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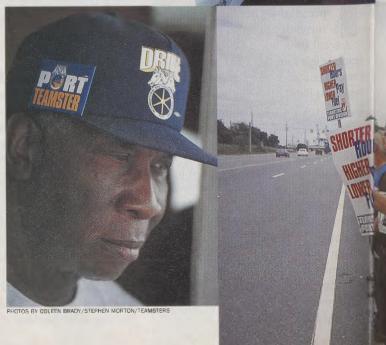


#### PORT TEAMSTERS RALLIED NATIONWIDE IN OCTOBER:

Demanding 100 percent of fuel surcharges imposed by steamship lines and brokerages on their customers to be passed on to the drivers — every penny, not just a portion.

Opposing steamship recommendations to keep terminal gates open 24 hours a day, seven days each week – certain to increase fatigue among drivers who already work excessive hours.

Demanding better pay: Surveys show port container haulers earn about \$7 per hour – far below standard union wages for drivers.



## "Ya no me ajusta el dinero"

Teamsters portuarios protestan horas no pagadas, sueldos bajos y precio alto del diesel en 16 puertos norteamericanos

l tractor Western Star del año 1996 y color verde claro de Patrick Thomas quedo parado con el motor encendido todo el día del 4 de octubre fuera de los portones del la Terminal Dundalk en Baltimore, Maryland.

nd

Normalmente, Thomas estaría dentro de la terminal, esperando un contenedor para transportar.

No cabe duda de que necesita el trabajo: las cuotas mensuales de su camión ascienden a \$1,636. Los costos de combustible suman \$1,000 adicionales, todas las semanas. Cuando se incluyen los gastos de peaje, placas y cargos por uso de carretera, los gastos de Thomas sobrepasan sus ingresos como transportista portuario de contenedores.

"Acabo de redimir mi segunda cuenta IRA para jubilación y tuve que sacar un préstamo por \$2,000", dijo Thomas. "Las paradas para camiones pueden aumentar el precio de la comida. Los garajes pueden aumentar las tarifas que cobran por hora. Las compañías de petróleo pueden aumentar el precio del combustible. Todo el mundo puede aumentar sus tarifas. Estoy enojadísimo y ya no me ajusta el dinero".

Así que, Thomas se juntó con Teamsters en toda Norteamérica para participar en la manifestación de un día, realizada en octubre, para protestar las horas no pagadas esperando en los puertos la entrega de una carga, las grandes disparidades en las escalas de pago, y el alza cada vez mayor de los precios de

combustible todos los cuales se
confabulan para
bajar los sueldos
de los
camioneros. Y de
beneficios no
hablemos: los
camioneros portuarios no tienen
ninguno.

"En Jacksonville, Florida,
y Hampton
Roads, Virginia,
las protestas
fueron tan masivas que las operaciones en esos
puertos se paralizaron tempo-

ralmente", dijo George Cashman, Director de la División Portuaria de los Teamsters y Presidente del Local 25. Teamsters portuarios entregaron copias de la Declaración de Derechos de los Camioneros Portuarios a administradores de puertos en Nueva Orleans y Portland, Oregon.

Thomas es uno de miles de transportistas americanos de contenedores que llevan cargas de vapores en su capacidad de camioneros-propietarios independientes y operan según el capricho de las líneas de vapores y casas de corretaje que los contratan.

La División Portuaria de los Teamsters se ha propuesto negociar un acuerdo "de costa a costa" que asegure la representación por las uniones, pago equitativo y condiciones de trabajo seguras y sin peligro para estos camioneros asediados. Actualmente, las leyes federales antimonopolio de los Estados Unidos prohíben a los transportistas de contenedores organizarse, pero en virtualmente todos los demás aspectos estos camioneros son tratados como empleados.

En Savannah, Georgia, por ejemplo, varias empresas amenazaron con cancelar los contratos de trabajo de los camioneros si participaban en la manifestación, según Jim Stewart, Teamster portuario y organizador.

"Estas empresas realmente sacan a lucir el control que ejercen. No vacilan en decirte lo que tienes que hacer. Pero cuando se les pregunta, "¿Son estos camioneros empleados de la empresa?", siempre responden diciendo "¡No, no, no!"



- Exigiendo que les sea entregado el 100 por ciento de los recargos sobre el costo del combustible cobrados por las líneas de vapores y casas de corretaje a sus clientes hasta el último centavo, no sólo una parte.
- Oponiéndose a las recomendaciones de las líneas de vapores en el sentido de mantener abiertos los portones de las terminales las 24 horas del día, siete días de la semana una medida que sin lugar a duda causará fatiga entre camioneros que desde ya trabajan un número excesivo de horas.
- Exigiendo que aumenten el pago: Los estudios muestran que los transportistas portuarios ganan aproximadamente \$7 por hora muy por debajo de la escala salarial corriente para camioneros miembros de uniones.





## JUSTIGE



16



TEAMSTER TRUCKS ROLLED FROM BOSTON TO LAS VEGAS EN ROUTE TO THE UNITY CONFERENCE. THE 10-TRUCK CARAVAN STOPPED AT CITIES ALONG THE WAY TO RALLY IN SUPPORT OF OVERNITE STRIKERS. TRUCKS FROM LOCALS 25 AND 406 AND JOINT COUNCILS 25, 32, 39, 42, 56, 69, 73 AND THE OHIO CONFERENCE OF TEAMSTERS ALSO MADE THEIR PRESENCE KNOWN ON THE STREETS OF LAS VEGAS DRIVING DOWN THE STRIP IN SUPPORT OF LIMOUSINE DRIVERS WHO ARE TRYING TO ORGANIZE.



## For the members, By the members

Local 406
Resurrects Its
DRIVE program
and Sparks
A Revolution



hen Steve Pestka decided to run for the Michigan State House of Representatives in 1998 he was very familiar with the work of the Teamsters Union. A former prosecuting attorney, Pestka formed a working relationship with Bruce Harvey of Teamsters Local 406 to better educate prospective candidates on issues important to working families.

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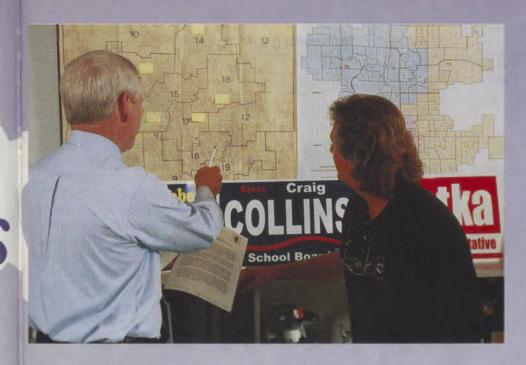
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"From the beginning my campaign worked well with the Teamsters," said Pestka. "A campaign can take a lot out of you but it's always easier when you have well-trained, disciplined trade unionists who understand how campaigns work."

Pestka would later capture a seat in the Michigan State House from the 76th District with the assistance of Local 406's DRIVE program.

Five years ago Harvey walked into the DRIVE office of Local 406 in Grand Rapids, Michigan. Before him stood a room that was a relative closet compared to the cavernous office he occupies today. Within that 'closet' he visualized a political future for Local 406 similar to that shared



by most Americans in 1995, full change and opportunity.

After all, the United States' economy had begun to outpace all others at the mid-point of the Clinton Administration and the U.S. Congress was now firmly under the control of a Republican majority for the first time in 41 years.

"When I took over the DRIVE program we had 128 members," said Harvey, a Business Agent and 27-year Teamster. "Today we have well over 900 members with a far greater sense of political awareness. To put it simply, it's not enough to just be involved you've got to help make this thing work."

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#### The Rustling of the Grass Roots

Following the success of a revitalized political program at Local 406, Harvey began gathering information on how to run and win political campaigns. This information would be transformed into a program that worked in tandem with the Teamsters DRIVE program.

While communicating with other local unions like the UAW, UFCW, CWA and Building Trades, he traveled around

the Grand Rapids area giving presentations on the nuts and bolts of political campaigns such as fundraising, communicating with the media and campaigning. A coalition formed called the Friends of Labor (FOL). The FOL, following the Teamsters lead, agreed to use Local 406 as their permanent meeting place.

What followed were bi-monthly weekend trainings with the express purpose of running rank-and-file union members for elected office or, at the very minimum, intricately involving these members in a political campaign of a pro-labor candidate.

#### **Labor Takes Its Rightful Place**

"The system and the training works because we 'stay on page," Harvey continued. "Staying on page means that before we target a seat you have to pick the right candidate that matches the tendencies of a particular area. And we're not just talking about national offices. We target city councils, school boards and town commissioners because that's where the political base begins."

Local 406 and the FOL have been

"A ship needs a course and it's only natural for Teamsters to lead. To succeed, labor will go where it has to go."—BRUGE HARVEY

very successful thus far. They have currently elected four Town Commissioners and two school board members, in just three years. Plans have already been made to target a mayoral race and other anti-worker officials in state government won't be far behind.

The success of Local 406's DRIVE program along with the Friends of Labor illustrates the importance of Teamster leadership and the idea that if labor is to firmly take it's place on the national level it has to run its own members for office.

"Many folks had this idea over the year but no one acted on it," Harvey said. "A ship needs a course and it's only natural for Teamsters to lead. To succeed, labor will go where it has to go."



ocal 120 has been trying to organize a warehouse in Plymouth, Minnesota since the 1960's. A series of owners fought some of the ugliest union-busting campaigns the Twin Cities have ever seen. But the jig is finally up.

In October, drivers and warehousemen for U.S. Food Service voted, 101-84, to join the Teamsters.

"I'm tired of being told that if I don't like it here, there's the door," said driver Noah Muller. "We need a grievance procedure where there isn't a threat of being fired for voicing a concern."

Now the 225 members of the new U.S. Food bargaining

unit will have that grievance system, along with all the other benefits of a Teamster contract.

"It was a hard-fought campaign, but our supporters stayed strong," said Brad Slawson, Sr., Vice President of Local 120. "Now we're ready to sit down with the employer and bargain a fair contract."

#### Plenty of Reasons to Organize

According to Organizer Mark O'Brien, U.S. Food workers catalogued just about every reason for organizing he'd ever heard. Traditional economic issues, like wages, overtime, health insurance and pensions were high on the workers list. "But it was also about respect," said O'Brien, "and mandatory overtime, seniority and a fair grievance system." fle

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Warehouse managers have always bragged about their openness to employee suggestions and complaints, but workers tell a different story.

"Who represents us employees?" asked Steve Monroe, a proud new Teamster at U.S. Food. "When there's a complaint they call you up into their offices. Then they have their witnesses and double team you all by yourself. They intimidate you. A steward present sure would be helpful."

#### **Failed Strategy**

As often happens, management told all sorts of lies

about union corruption. But the workers saw right through them.

"In the mandatory meetings, I heard time and again about how the Teamsters were criminals and thugs," said Chuck Dahlheimer, another organizing stalwart. "But last time the warehouse was sold, the company took one year of vacation eligibility away from every employee, to make its books look better. The workers had no say at all. Longtime employees lost as much as \$3200 worth of annual vacation. Even shorter-termers lost \$1,300 in vacation pay. Now excuse me but isn't this theft? We're talking about hundreds of thousands of dollars, overall. So maybe in the future, management should be careful about who they call crooks."

Better times are ahead for the new Teamsters of U.S. Food Service. As the *Teamster* went to press, they were getting ready to have their first formal meeting at Local 120 to flesh out bargaining positions and choose stewards and negotiators.

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## **Mobile Command Center**

Local 873 uses a Tricked-out Recreational Vehicle to Organize and Mobilize

#### **On-Site Organizing**

"You just can't ignore a Winnebago on your doorstep."

That's the explanation one Montgomery Ward manager gave after Alameda County's Local 853 successfully organized installation and repair technicians.

And while the Local's big blue Mobile Command Center (MCC) is not actually a Winnebago, the point is a good one. Teamsters win organizing campaigns by being where the workers are — answering questions, dispelling myths and countering management propaganda.

When management hijacks workers into captive audience meetings and biased "counseling" sessions, unions must



For more information about Local 853, its organizing victories and its Mobile Command Center, visit www.teamsters853.org.

respond. The best time to do it is right away and the best place to do it is at work.

#### **Committing the Resources**

Originally a 38-foot mobile home, the MCC has been modified to serve as an onsite organizing office. According to Local 853 Construction Director Pete Gemma, everywhere the MCC has been deployed, it's won rave reviews.

"It's a great organizing tool," said Gemma. "At Central Concrete we got all five yard men to sign cards at once. Management recognized the unit without an election. At Right Away Redy Mix, we had our biggest victory at a Northern California construction firm in 25 years — 45 new Teamsters. It shows our Local is putting its resources in the right place."

#### Results

The proof is in the numbers. In the space of eighteen months, Local 853 organized nineteen new bargaining units. The newspaper drivers at News Group West are new Teamsters. So are the workers at Recycled Fibers, Inc.

"Organizing is the only way to grow the Union," said Rome Aloise, Local 853 Secretary-Treasurer. "Whether the shop has five people or 50, we're committed to bringing them in. The more brothers and sisters we bring in, the more power we all have. That's how we get them the Teamster contracts they deserve."

### Winning Streak Allentown Teamsters on a Roll

our elections, four victories.

Teamsters Local 773 in Allentown, PA won four more elections, securing union representation for school bus drivers, maintenance workers, warehousemen and secretaries.

"We need a union that will fight for us," said Tom Repsher, an Easton, Pennsylvania school bus driver. "We need better pay and we want to be treated with respect. Joining up as Teamsters just made sense."

#### **Scorecard**

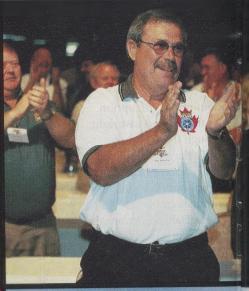
Repsher's co-workers agree. The 65-member bargaining unit voted almost two-to-one to join eastern Pennsylvania's Local 773. The election victory capped a remarkable 60-day streak. In addition to the Easton

bus drivers, the Local organized:

- Seven maintenance department employees of the Towamensing Trails Property
  Owners Association (see
  October/November Teamster
  magazine for more details);
- Fifteen warehouse workers at National Stainless and Alloy, and
- Two clerical employees of Nesquehoning Borough.

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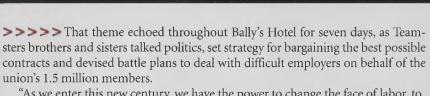
# BUILDING THE BROTHER HOOD FOCUS ON UNITY AS TEAMSTERS BAND TOGETHER IN LAS VEGAS











"As we enter this new century, we have the power to change the face of labor, to lift up workers if we Brothers and Sisters stand united," said James P. Hoffa, Teamsters General President. "This is our time for victory."

#### Framework

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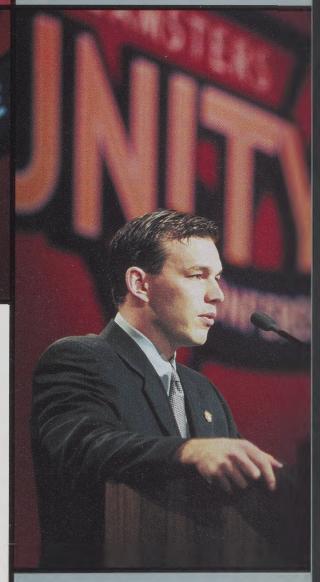
Union leaders in dozens of meetings affirmed that solidarity as they tackled tough issues facing workers today including activity-based pay for drivers, outsourcing by major food suppliers and the unchecked spread of Wal-Mart.

Discussions centered on common goals for bargaining with companies throughout the United States, a steadfast stand against the trend toward third-party contractors and a union push toward organizing non-union shops.

Union leaders also focused on new members: Teamsters must work hard to educate young members, one group of warehouse directors said, to explain the battles already fought by senior union members that have led to 40-hour work weeks, vacations and other benefits that improve the lives of working families.

#### **Teamsters' voices**

It was also a time for Teamster achievers to shine: Sean Heim, a Local 115 member who had been unjustly dismissed but then returned to work with the help of Local



115 Trustee Ed Keyser, took the stage to introduce General Secretary-Treasurer C. Thomas Keegel.

And Teamsters in or on their way to political positions – Paul Zimmerman, a Colorado legislator; Joseph Faria, member of the Rhode Island house and chair of the Labor Committee; Jackson Township councilman Mike Broderick; and California General Assembly candidate Meline Hall - spoke of the need to elect union members to political office.

Prior to the event, drivers drew public attention to the event by forming a convoy of Teamster rigs that drove cross-country to be present at the conference. The tractor-trailers sat prominently parked on the Bally's lot throughout the conference and helped Local 995 with an organizing drive.

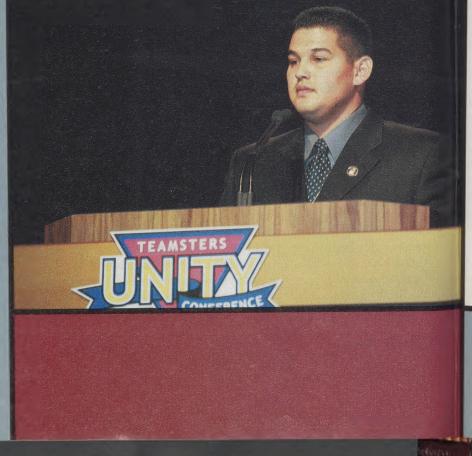
#### **Teamster** power

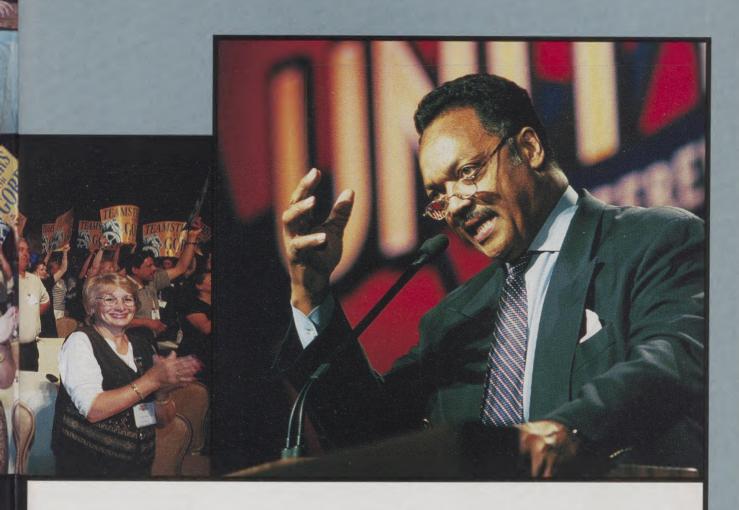
The weeklong event was punctuated by visits from high-profile politicians - Vice President Al Gore and the Rev. Jesse Jackson - who affirmed Teamsters' power, both at the polls and in the workplace.

Jackson, founder of the Rainbow/PUSH Coalition and civil rights activist, implored Teamsters to put aside divisions and use solidarity to improve the lives of working families throughout the United States.

"The membership is our power," said Mike Mathis, Teamsters Government Affairs Director. "As Teamsters, we are a political force to be reckoned with, a force that will build a world that honors its working people.







## TURNING WORDS TO ACTION

#### JESSE JACKSON FORMS DELEGATION TO HELP ILLINOIS' POOR

Days after his appearance at the Teamsters Unity Conference in Las Vegas, the Rev. Jesse Jackson practiced his own preaching by reaching out to labor and community leaders to help Illinois' poverty-stricken residents.

That delegation, which includes Teamster representatives, will travel to Washington, D.C., to stop

enormous Medicaid funding cuts that Jackson said would be a catastrophic blow to Illinois' working poor, sick, disabled and uninsured.

"Along with the very real issues of the poor and uninsured, this action will ripple out into the community in the form of significant job loss," said Reginald Ford, a Teamsters Local 743 Business Agent.

"If this funding is cut, at least four or five hospitals will close and more than 5,000 employees will lose jobs, having a devastating impact on their families and the communities in which we live."





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## A Lot of Happy Meals Local 117 Wins Back Pay at Fast Food Supplier

rivers at Golden State Foods truck the fixings for Big Macs, Chicken McNuggets and McDonaldland Cookies throughout the Northwest. Kids from Billings to Seattle happily chow down on their tasty cargo. But now, Golden State managers are dining on less savory fare. The McBosses are eating McCrow.

Golden State owes its drivers as much as \$500,000, according to an independent arbitrator. Golden State managers illegally changed the pay scale for team drivers. Now they must change the scale back and pay the drivers what they really earned.

"Everyone's ecstatic," said Greg Rusler, a Local 117 shop steward at Golden State. "We worked hard to get organized, and we thought we'd negotiated a contract that was fair to both sides, then they pulled this stuff."

#### Retaliation

The 70 drivers working out of Golden State's Washington plant are members of Seattle Teamsters Local 117. They are the sole source distributors to McDonald's restaurants throughout Washington, panhandle Idaho and Montana.

Organizer Leonard Smith and Business Agent Joe Tessier have worked with the drivers from the very beginning. Tessier was lead negotiator on their first contract.

"Golden State never once raised the issue of changing the way team drivers' pay is calculated," said Tessier. "We never, ever bargained over it. This contract simply does not authorize a change in team drivers' pay."

Nevertheless, on the first day of the new contract, Golden State unilaterally changed the pay scale and commenced to illegally withhold team pay from drivers who had earned it.

"Managers never like it when their workers organize," Smith said. "This was just retaliation. The arbitrator saw through it."

#### Enforcement

Teamsters know that negotiating and ratifying a contract is only a first step. The contract must also be enforced. Management must be taught, especially in a first contract, that every violation will be caught, grieved and remedied. With Golden State starting its first day under a Teamster contract by breaking it, management clearly needed a

"The thing is, this was so blatant," said Rusler. "A couple of guys bid for different routes because of problems with team pay, but I stayed on. I was just being stubborn, but I knew we were right and trust- cle \ ed I'd get my back pay in the end."

Drivers in Rusler's position and those dele who changed their route bids both stand tion. to share in the arbitration award. Rusler is entitled to proper pay for the team routes on which he drove. Those who took less lucrative routes because of the bogus pay scale change will be compen-ficat sated as well.

And now two of the managers who cooked up the failed team pay scheme are ber. I looking for new jobs. Perhaps, they should practice saying the phrase:

"Do you want fries with that?"

#### Delegate Nomination and Election Period Underway; Advisory on Campaign Buttons Issued

Several IBT local unions have already held elections for the positions of delegate and alternate delegate to the IBT's 26th International Convention to be held in Las Vegas, Nevada, on June 25-29, 2001 The vast majority of IBT local unions, however, will hold such elections this winter and next spring. The Election Administrator and his staff will supervise these elections. Nomination meetings will take place between January 1 and March 10, 2001. All IBT members will receive written notice of their locals' nomination meeting. Election counts will be held at least 51 days later between February 20 and April 30, 2001. A Local Union Plan Summary will be posted on bulletin boards at the union hall and at IBT workplaces. The plan summary will contain specific dates, times and places for your local union election.

I urge all IBT members to participate in the election process. Copies of the Rules for the 2000-2001 IBT International Delegate and Officer Election ("Rules") can be received by contacting the Office of the Election Administrator at 1-800aid 565-VOTE, by writing to 757 15th Street, 10th Floor, Washington, D.C., 20005 or at our website at www.ibtvote.org. In particub- ular, Teamsters may wish to consult Artist- cle VI of the Rules specifically relating to eligibility requirements for convention ose delegates, alternate delegates and Internaand tional officers. All IBT members who seek sler to be candidates or to nominate or second candidates are urged to request that the Election Administrator verify his/her the eligibility. Any request for eligibility verien- fication should include the member's name, address, telephone number, local union number and social security nume are ber. Make your request at least five and no more than 30 days before the nomination meeting. You can download our request form for eligibility verification at our

website at www.ibtvote.org.

In recent months our office has received requests for advisory opinions relating to the display of campaign buttons and other campaign emblems. An advisory on this subject is reprinted below for members' guidance in coming months.

#### Advisory on Wearing of Campaign Buttons and Other Emblems

The Rules for the 2000-2001 IBT International Union Delegate and Officer Election at Article VII, Section 11(a) and (b) provide that all union members, including those who are union officers and employees, have the right to participate in campaign activities, including the right "to support or oppose any candidate [and] to aid or campaign for any candidate." While members do not have a right to campaign on work time, whether paid by the union or another employer, campaigning incidental to work (or on paid lunch hours or breaks, or similar paid time off) or union business does not violate the Rules.

The Rules at Article VII, Section 11(d) provide that "no restrictions shall be placed upon candidates' or members' preexisting rights to solicit support, distribute leaflets or literature, conduct campaign rallies, hold fundraising events or engage in similar activities on employer or Union premises." Among the rights so protected is the right of IBT members to wear campaign emblems on buttons, tshirts or hats while working. Republic Aviation Corporation v. N.L.R.B., 324 U.S. 793 (1945); Malta Construction, 276 N.L.R.B. 1494 (1985), enf'd, 806 F. 2d 1009 (11th Cir. 1986). A member's right to engage in wearing campaign emblems is not limited merely because the member is employed by the union. However, a member's right to wear campaign emblems, including buttons, t-shirts and hats, while on work time may be circumscribed by the member's employer. The employer may prevent the wearing of

campaign emblems only where the prohibition is necessary to maintain production and discipline, safety, or to prevent the alienation of customers. The basis for these limited exceptions is the right of the employer to prevent unrelated third parties from inappropriately assuming that the employer supports the position advocated by the employee or the employee's emblem. *UPS* v *N.L.R.B.*, 41 F.3rd 1068 (6th Cir. 1994).

Similarly, an unrelated third party might assume that the union entity was supporting or opposing a particular candidate or group of candidates if a union officer, business agent or employee were permitted to wear campaign emblems during the time he/she was representing the union in relations with unrelated third parties. Accordingly, while union officers, business agents, and employees may wear campaign emblems during working hours and while engaged in their regular union business, they may not wear such emblems when representing the union before or with an unrelated third party. Thus, union officers, business agents and employees may not wear campaign emblems when meeting with an employer of IBT members for collective bargaining or grievance resolution, when participating either as an advocate, witness or panel member in grievance hearings, when appearing on behalf of the union before legislative, administrative or judicial tribunals, when making public appearances on behalf of the union, or when engaged in similar type activities where the wearing of a campaign emblem might inappropriately suggest that the union with which the officer, business agent or employee is affiliated is as an entity supporting or opposing any particular candidate or group of candidates.

Dated: October 10, 2000

William A. Wertheimer, Jr. Election Administrator

## REPORT LV TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: Independent Review Board

Grant Crandall Frederick B. Lacey William H. Webster

DATED: September 26, 2000

#### I. INTRODUCTION

This is the Independent Review Board's ("IRB") Fifty-fifth Report to you on its activities conducted pursuant to the Consent Order. In this Report, we will discuss matters that have recently come before us, including a new Investigative Report and the status of pending charges about which we have previously informed you. The progress of these pending charges will be provided in future reports.

#### II. NEW INVESTIGATIVE REPORT

#### MARK G. HOUMIS - Local 211, Pittsburgh, Pennsylvania

On August 31, 2000, the IRB issued an Investigative Report to the Local 211 Executive Board concerning member Mark G. Houmis. The Investigative Report recommended that he be charged with bringing reproach upon the IBT by refusing to answer questions during his sworn in-person examination. On September 8, 2000, Local 211 President Molinero notified the IRB that Houmis will be charged and a hearing date will be set.

#### III. STATUS OF PREVIOUS IRB CHARGES

### A. PASQUALE BAVARO, MARISA GIANNATTASIO AND DAVID BARONCELLI Local 239, East Meadow, New York

In past issues of the Teamster magazine, we informed you that Local 239 members Pasquale Bavaro, Marisa Giannattasio and David Baroncelli allegedly brought reproach upon the union and violated the oath of membership by engaging in a scheme to falsify Local 239's records. Bavaro allegedly engaged in a scheme with Giannattasio and Baroncelli to allow Giannattasio and Baroncelli to falsely maintain union membership. By falsely reporting that Giannattasio and Baroncelli were employed at Linco Electric, and by regularly

sending monthly dues from Linco for Giannattasio and Baroncelli to the Local as if they were Linco employees, each allegedly caused Local records falsely to list Giannattasio and Baroncelli as employees of Linco.

Trustee Daniel Kane filed the charges and a hearing was held on July 11, 2000, before an Article XIX appointed panel. On July 21, 2000, General President Hoffa notified the IRB that he adopted the panel's recommendations and permanently barred each from the IBT and any IBT-affiliated entity. The IRB notified Mr. Hoffa on August 31, 2000, that his decisions were not inadequate.

#### B. ALBERT MILLER AND RALPH D'ANDRAIA - Local 239, East Meadow, New York

In past issues of the Teamster magazine, we informed you that Local 239 members Albert Miller and Ralph D'Andraia allegedly brought reproach upon the union and violated the oath of membership by engaging in a scheme to falsify Local 239's records. Miller allegedly engaged in a scheme with D'Andraia to maintain false Local 239 records that allowed D'Andraia to maintain false union membership. By allegedly falsely reporting that D'Andraia was employed at Alray Car Parts Supply and regularly sending monthly dues and health and welfare contributions from Alray in D'Andraia's behalf to the Local, Miller, it was charged, thus allowed the Local records to falsely list D'Andraia as an employee of Alray.

Trustee Daniel Kane filed the charges and a hearing was held on July 11, 2000, before an Article XIX appointed panel. Miller and D'Andraia signed agreements wherein each agreed to be permanently barred from the IBT. The agreements are under review by the IRB.

#### C. BERNARD TENNENBAUM, GARY SASS AND FAUSTO MALDONADO - Local 239, East Meadow, New York

In past issues of the Teamster magazine, we informed you that Local 239 members Bernard Tennenbaum, Gary Sass and Fausto Maldonado allegedly brought reproach upon the union and violated the oath of membership by engaging in a scheme to falsify Local 239's records. It was alleged that Tennenbaum engaged in a scheme with Sass and Maldonado to cause the creation and maintenance of false Local 239 records that allowed Maldonado to obtain union membership, specifically, that by reporting that Maldonado was employed at Formacher Auto Electric and by causing the submission of dues and monthly contributions by Formacher on Maldonado's behalf to Local 239 and its Health and Welfare Fund, Local 239 records falsely listed Maldonado as a member.

In addition, it was charged that Tennenbaum and Sass interfered with the performance of the union's contractual obligation by allegedly denying a full-time Formacher employee the right to Local membership and benefits as required under Formacher's contract with Local 239. By concealing the employee's employment at Formacher, Tennenbaum and Sass allegedly prevented the Local from enforcing the contract.

Trustee Daniel Kane filed the charges and a hearing was held on July 11, 2000, before an Article XIX appointed panel. On July 21, 2000, General President Hoffa notified the IRB that he adopted the panel's recommendation on Maldonado and permanently barred him from the IBT and any IBT-affiliated entity. On August 31, 2000, the IRB notified Mr. Hoffa that his decision was not inadequate.

Tennenbaum and Sass signed agreements wherein each agreed to be permanently barred from the IBT. The agreements are under review by the IRB.

#### D. ANTHONY EVARISTO AND MILTON WARREN - Local 239, East Meadow, New York

In past issues of the Teamster magazine, we informed you that former business agents Anthony Evaristo and Milton Warren had been charged with bringing reproach upon the IBT by completing and submitting false Local business records, time allocation sheets. Evaristo and Warren, in ten and four instances respectively, allegedly falsely recorded that they had done Local 239 Pension Fund work on behalf of a company which in fact did not have a pension obligation under its contract with Local 239. These records were used to calculate reimbursement of money over the course of a year to the Local from the Pension Fund for work allegedly done by them on behalf of the Pension Fund. In submitting these records, it was charged they allegedly falsified Local business records and embezzled from the Local's Pension Fund, as the Fund paid money to the Local on the basis of these records, in violation of their fiduciary obligations as Trustees of the Pension Fund.

Trustee Kane filed the charges and General President Hoffa appointed a hearing panel which held a hearing on August 9, 2000. On September 25, 2000, Mr. Hoffa notified the IRB that he found Evaristo and Warren not guilty of embezzlement but he found Warren guilty of falsifying time allocation records and suspended him from membership for three months. The IRB has the decisions under review.

#### E. ANTHONY MICELI - Local 239,

East Meadow, New York

In past issues of the Teamster magazine, we informed you that former Local 239 Principal Officer Anthony Miceli allegedly brought reproach upon the IBT by embezzling and

unlawfully converting to his own use the funds of Local 239, by breaching his fiduciary duties to members and by violating the Local Bylaws. He allegedly sought and received bonuses totaling \$8,100 in violation of the Local Bylaws and without the approval of the Executive Board or the members of Local 239. Also, he allegedly authorized bonuses to Local employees totaling \$20,085 and salary increases to five employees totaling \$14,580 in violation of Local Bylaws and without the approval of the Executive Board or the members of Local 239.

Trustee Kane filed the charge and Genera! President Hoffa appointed a hearing panel which held a hearing on August 9, 2000. Miceli signed an agreement wherein he agreed to be permanently barred from the IBT. The agreement is under review by the IRB.

#### F. CRAIG KIRCHNER - Local 247, Detroit, Michigan

We have previously informed you that former Local 247 Vice President and Business Agent and current member Craig Kirchner allegedly brought reproach upon the IBT by accepting and keeping money from an employer in violation of federal law and by converting Local money when he failed to report the receipt of this payment and failed to forward the payment to the Local. The Joint Council 43 Executive Board found Kirchner guilty of breach of his fiduciary duty and of bringing reproach upon the Union by unlawfully accepting money from an employer. The Executive Board suspended Kirchner from his employment and duties of Local Union office, without pay, for a period of one year. The decision is under review by the IRB.

#### G. JERRY NAVE - Local 295, Valley Stream, New York

In the last issue of the Teamster magazine, we reported that Local 295 member Jerry Nave failed to cooperate with the IRB by refusing to answer questions during his sworn inperson examination. General President Hoffa filed the referred charge against Nave and an Article XIX panel held a hearing on August 16, 2000.

#### H. LAWRENCE P. BRENNAN, COLONEL W. MYERS, ROBERT F. HOLMES, JR., FRANK WALKER, RICHARD GREMAUD AND CHARLES ISOM - Local 337, Detroit, Michigan

In past issues of the Teamster magazine, we informed you that Local 337 President Lawrence P. Brennan, Secretary-Treasurer Colonel W. Myers, Vice President Robert F. Holmes, Jr., Recording Secretary Frank Walker, Trustee Richard Gremaud and Former Trustee Charles Isom allegedly brought reproach upon the IBT by applying moneys received by Local 337 by way of dues, assessment and

other similar levies to promote the candidacy of the incumbent Local 337 officers' slate in the 1997 Local Officer Rerun Election. The report alleged that each schemed to disguise this conduct through apparently legitimate bonuses and raises.

They allegedly voted an in-lieu-of-salary-increase bonus, increased the annual Christmas bonus from the two and one-half weeks pay that had been awarded in previous years to five weeks pay, and authorized a salary increase of one hundred dollars a week. The second bonus and the Christmas bonus payments were made earlier than authorized, allegedly to replace the payments each made to finance the re-election campaign in the 1997 Local Officer Rerun Election.

General Secretary-Treasurer Keegel notified the IRB that General President Hoffa recused himself from consideration of the charges. Mr. Keegel filed the charges, an Article XIX panel was appointed and hearings were held July 24 to 26, 2000. A continuation hearing was held on August 24, 2000. On September 26, 2000, the IRB notified General Counsel Szymanski and Mr. Keegel that over ninety days had elapsed since receipt of the report and he had seven days to file with the IRB written findings setting forth the action taken and the reasons for that action.

#### I. IVAN CERINA - Local 806, Garden City,

New York

We have previously informed you that Local 806 member Ivan Cerina allegedly brought reproach upon the IBT by refusing to appear for his sworn in-person examinations. Trustee Joel LeFevre filed the charge, General President Hoffa appointed a hearing panel, and a hearing was held on May 10, 2000.

On September 6, 2000, General President Hoffa notified the IRB that Cerina will serve a 5-year probationary period, wherein if he once again fails to cooperate fully with the duties of the IRB he will be permanently barred from the IBT. The IRB has the decision under review.

#### J. DONALD CALAGNA - Local 806, Garden City, New York

In past issues of the Teamster magazine, we informed you that former Local 806 Secretary-Treasurer and current member Donald Calagna allegedly brought reproach upon the IBT by seeking and receiving salary increases and bonuses totaling more than \$69,000 in the absence of approved Bylaws and without the approval of the members of Local 806.

Trustee Joel LeFevre filed the charges, General President Hoffa appointed a hearing panel, and a hearing was held on May 10, 2000. In his decision of June 28, 2000, Mr. Hoffa suspended Calagna from membership in the IBT for

three years. During this time, Calagna is not eligible to serve in any capacity, including as an employee or consultant, by the IBT or any IBT affiliate. On September 11, 2000, the IRB notified Mr. Hoffa that his decision was inadequate regarding the IRB charge against Calagna. On September 22, 2000, Mr. Hoffa added the sanction related to the IRB charge wherein Calagna is suspended from membership and barred from holding any office or employment with any Teamsters affiliate for three years, to be served concurrently with the three-year suspension issued on June 28, 2000. On September 26, 2000, the IRB notified Mr. Hoffa that his decision was not inadequate.

#### K. MICHAEL TOMANELLI - Local 813,

New York, New York

In the last issue of the Teamster magazine, we informed you that member Michael Tomanelli brought reproach upon the IBT by refusing to answer questions at his sworn in-person examination. Trustee Maney filed the charge against Tomanelli and an Article XIX panel was appointed by General President Hoffa. A hearing was held on September 14, 2000.

#### L. JOINT COUNCIL 69 - Indianapolis, Indiana

In past issues of the Teamster magazine, we informed you that Joint Council 69 is alleged to be a non-functioning entity which is used solely to launder money, siphoned from the members under the guise of a Joint Council per capita tax on the member Locals, into the Indiana Conference Severance and Retirement Plan. In 1994, the Joint Council Executive Board allegedly devised a scheme to obtain members' money to fund additional benefits for themselves unrelated to any Joint Council purpose.

From 1994 through December 1999, pursuant to this scheme, \$894,865 was transferred from the Locals to the Joint Council. The Joint Council ultimately transferred \$893,553 into the Severance and Retirement Plan. The Joint Council allegedly performed no union service or operation for the approximately \$900,000 it extracted from the members. The transfers were totally unrelated to any Joint Council business or goal. They were done solely for the individual benefit of its delegates.

On June 1, 2000, Mr. Hoffa appointed Dennis Hands of Joint Council 43 as his Personal Representative to Joint Council 69. He also appointed a three-member panel, which held a hearing on July 10, 2000.

#### IV. TOLL-FREE HOTLINE

Since our last report to you, the hotline has received approximately 65 calls reporting alleged improprieties. As in the past, all calls which appeared to fall within IRB juris-

diction were referred for investigation. Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

Continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (1-800-225-5472). If you are calling from within Washington, D.C., dial 434-8085. The IRB facsimile number is 202-434-8084.

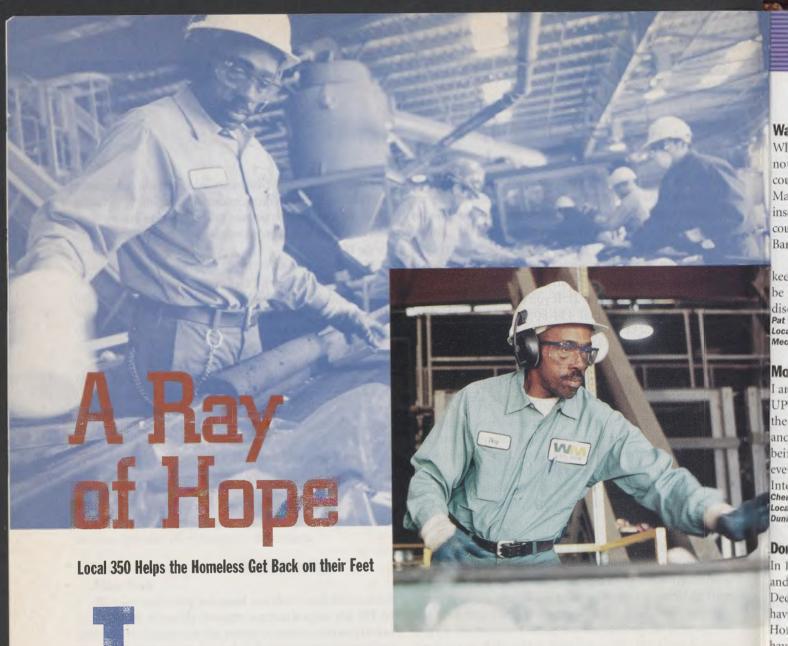
#### V. CONCLUSION

As always, our task is to insure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep

the IBT membership fully informed about our activities. If you have any information concerning allegations of wrong-doing or corruption, you may call the toll-free hotline noted above or you may write to either the IRB Chief Investigator or the IRB office:

Charles M. Carberry, Chief Investigator 17 Battery Place, Suite 331 New York, NY 10004

Independent Review Board 444 North Capitol Street, NW Suite 528 Washington, DC 20001



UST MONTHS AGO, PAUL YOUNG THOUGHT HIS LUCK HAD RUN OUT: THE FORMER AUTO MECHANIC WAS OUT OF A JOB, OUT OF MONEY AND LIVING IN A SAN JOSE, CALIFORNIA, HOMELESS SHELTER.

Then came a ray of hope.

Teamsters Local Union 350 had joined with the Emergency Housing Consortium and California Waste Management to form an apprenticeship program that would help the homeless get back on their feet.

In April, Young first joined the Waste Management casual pool. By June, he was hired full-time. He became a Teamster with full health and pension benefits.

By late October, Young said, "I'm moving out of that shelter. I'm happy. I went from rock bottom, and right now, it's all going up again."

Bob Morales, Local Union 350 Secretary-Treasurer, said his union joined the effort this year as part of a plan to keep members involved in community affairs.

"We get involved in a lot of politics," Morales said. "This is a way to help the community at large. I thought that this

would be a beautiful thing for us to get involved in."

Currently, Morales said, eight workers have been drawn from the homeless shelters. "Right now, we're trying to train one of them to be a driver, which will be a top position. It pays about \$20 an hour."

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Ray Cephus, 46, is one of the formerly homeless shelter clients now living on his own thanks to his Teamster position at the Waste Management facility.

"I moved as soon as I made permanent worker," Cephus said. "First I moved to a hotel with a kitchenette. I just moved to a room in September."

As a sorter, who separates plastic and cans and bottles, he's earning \$10.35 per hour. Said Cephus: "It's better than what I've done before. I have all the benefits. I don't have to worry about medical or dental any more. It's just more comfortable."

As for Young, his job, union membership and improved circumstances have helped him begin rebuilding his relationship with his 14-year-old daughter.

"I didn't have any contact with my daughter," he said.
"She'd lost her respect for me. But now, it's all coming back."

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#### **Watch What You Buy**

While delivering to different stores, I've noticed the labels on the boxes stating the country where the products are made. Many companies like Eddie Bauer for instance seem to favor certain sweatshop countries of the world: Sri Lanka,

Bangladesh and Guatemala to name a few. As the Teamsters continue to fight to keep good jobs in the USA, it sure would be nice if we could buy some merchandise with a union label for a change.

Pat Owen Local Union 962 Medford, Oregon

#### **More News About Teamster Women**

I am a member of Local Union 30 and a UPS worker in New Stanton. I received the first issue of Teamster Women News and am pleased to see our efforts are being recognized. I would appreciate even more information regarding the International Women's Caucus.

Cherle Becker Dunbar, Pennsylvania

#### **Don't Forget the Retirees**

In 1950 I joined the Teamsters knowing and having faith in the organization. In December of 1990 I retired. We didn't have all the benefits they have now. With Hoffa, Sr. we fought for these benefits we have today and we fought long and hard.

What concerns me is where I worked for 27 years, the older drivers would teach younger ones how to drive trucks and load and unload cars. Now in their early 50's they can retire with more than two to five times the money and benefits.

Where is the justice? I feel that we should get the equivalent of what they get or a substantial cost of living raise. Are we the retirees of a forgotten group?

I can barely afford to live, and I'm only 70 years old and in pretty good health. I wonder how many people are out there that feel it might be a little cheaper for them to die. Just the medical for my wife and I is \$335.00 per month. I have no dental or vision and hearing aids are out of the question.

This year the company changed insurance companies and where I live they force me to drive 100 to 150 miles to see

other doctors and hospitals. They don't know who I am or anything about me. And I'm supposed to feel good about this? This same insurance company has also cut paying on my prescriptions from approximately 90 percent to only 50 percent.

Do the math and see if I'm telling you the truth. I would not want anyone else to try and live and make it work with my pension. It's just plain cruelty. Leonard Sutton, retired Local Union 961

#### **How About Some Sanitation** Coverage?

I'm a sanitation worker for the New York City Department of Sanitation. It was brought to my intention that some of my union dues go to the Teamster magazine. I sadly wish it didn't.

I have read this magazine faithfully since 1993, and I'm very proud of being a Teamster, however Local 831 and our contract talks never receives any mention.

New York City as you might well know is doing pretty well these days, Mayor Giuliani managed to give himself a 40 percent raise and his staff and commissioners. So today as you guys write, take this time to consider and perhaps mention some of the hard working men and woman at the N.Y.C. D.O.S. We're very grateful for our jobs, but unlike most Teamsters we can't strike. So please find some room in your magazine for a story about our local. I'm a Teamster for life, and I would like to keep the magazine. Joe Brennan, via email Local Union 831

Bronx, New York

#### **High Stakes at UPS**

I am a proud United Parcel Service Teamster and have been for 16 years. I've been thinking about the next contract and the ramifications it will have on our union

When we were on strike, the media heard that the sticking point was "parttime" jobs, and the need to convert some of them to "full-time" jobs. This was a valid argument.

However, I believe it had a lot more to do with the company wanting to take over our pension plan. UPS went way out on a limb, gambling that its employees would somehow revolt and force the union to let us vote on the proposals that the company had mailed to us before they had negotiated seriously with the

We all know what happened then, let's consider if it were to happen again. Currently, UPS is sitting on several billion dollars that they collected from their IPO. If they were to do exactly the same thing next time, we might not like the outcome! The future of our union is at stake, and, ultimately all of organized labor. Greg Hinzman

Local Union 236 Paducah, Kentucky

#### **Keep Up the Fight**

I've been retired 13 years and when I read William Newhouse's letter in the last copy of the *Teamster* I couldn't help but recall my working days for the old Trouscon Trucking Company. The week after our contracts were signed, every supervisor in our terminal set about trying to break the contract. They tried their best to make working conditions a living hell for us all.

We had grievances filed by the hundreds. We constantly prevailed, but the harassment never stopped – so hang in

Woody Havens, retired Local 886 Newcastle, Oklahoma

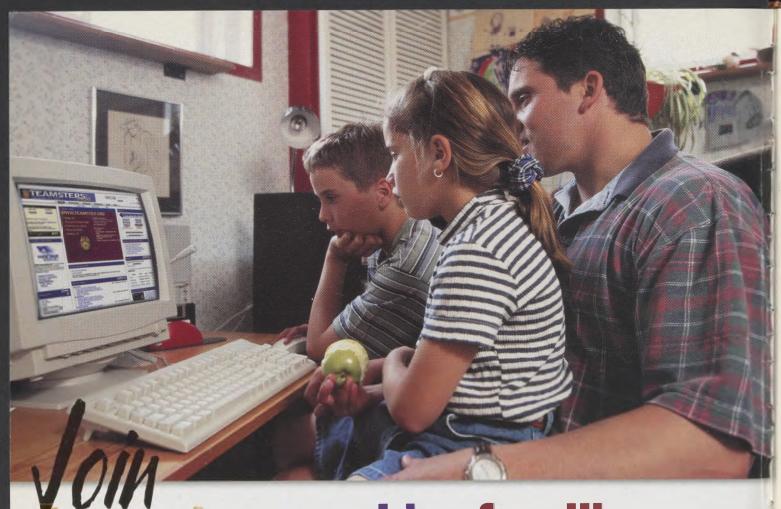
#### **Local 282 Knows the Meaning** of Unity

I would like to take the time to give my thanks to Trustee Gary LaBarbera and the Business Agents at Local Union 282 in New York.

These men gave me a full commitment to help me get salary that was owed to me. They were there for me from beginning to the end! They made me realize and feel that I wasn't alone.

This is what UNITY is. With this UNITY we have POWER!! I hope other local are having the same experience and strong leaders. Keep up the good work. Joseph Marcolini Local Union 282 New York, New York

"Speaking Out" is the letters-to-the-editor section of the Teamster magazine. Send letters to 25 Louisiana Ave., NW, Washington, DC 20001 or feedback@teamster.org. Letters may be shortened due to space limitations. Please include your Teamster local number when you write.



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